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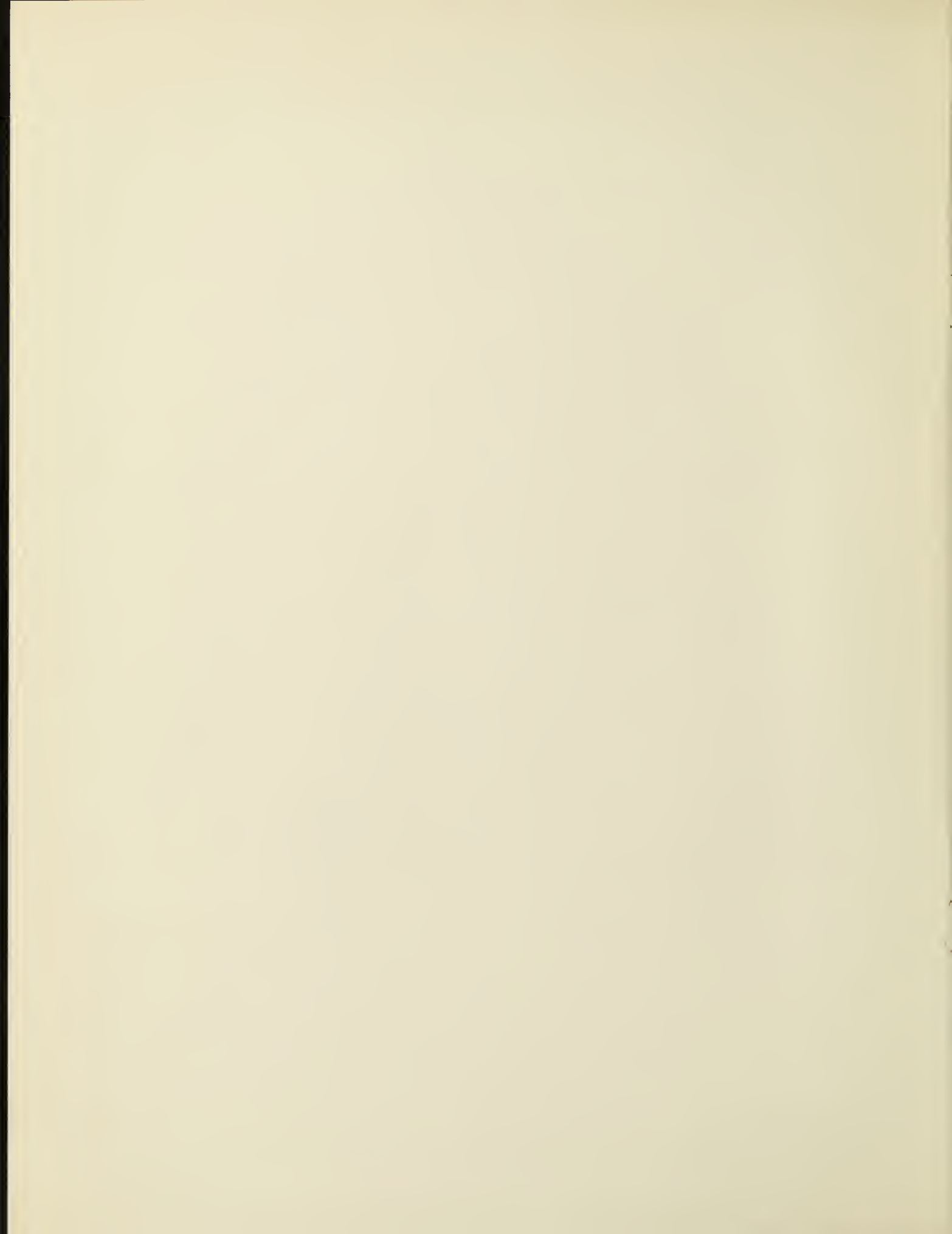
ANNUAL PLANNING REPORT

FISCAL YEAR 1972

LM

FITCHBURG LEOMINSTER

MASSACHUSETTS DIVISION
OF EMPLOYMENT SECURITY
JOHN D. CROSIER, DIRECTOR
AFFILIATED WITH EMPLOYMENT
AND TRAINING ADMINISTRATION
U.S. DEPARTMENT OF LABOR



ANNUAL PLANNING REPORT

FISCAL YEAR 1977

STANDARD METROPOLITAN STATISTICAL AREA

FITCHBURG-LEOMINSTER, MASSACHUSETTS

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<p> Date </p>	<p> Description </p>	<p> Amount </p>
<p> Jan 1 </p>	<p> Balance </p>	<p> 100.00 </p>
<p> Jan 10 </p>	<p> To Cash </p>	<p> 50.00 </p>
<p> Jan 20 </p>	<p> By Cash </p>	<p> 25.00 </p>
<p> Feb 1 </p>	<p> Balance </p>	<p> 125.00 </p>
<p> Feb 15 </p>	<p> To Cash </p>	<p> 75.00 </p>
<p> Feb 25 </p>	<p> By Cash </p>	<p> 30.00 </p>
<p> Mar 1 </p>	<p> Balance </p>	<p> 195.00 </p>
<p> Mar 10 </p>	<p> To Cash </p>	<p> 100.00 </p>
<p> Mar 20 </p>	<p> By Cash </p>	<p> 40.00 </p>
<p> Apr 1 </p>	<p> Balance </p>	<p> 255.00 </p>
<p> Apr 15 </p>	<p> To Cash </p>	<p> 120.00 </p>
<p> Apr 25 </p>	<p> By Cash </p>	<p> 50.00 </p>
<p> May 1 </p>	<p> Balance </p>	<p> 325.00 </p>
<p> May 10 </p>	<p> To Cash </p>	<p> 150.00 </p>
<p> May 20 </p>	<p> By Cash </p>	<p> 60.00 </p>
<p> Jun 1 </p>	<p> Balance </p>	<p> 435.00 </p>
<p> Jun 15 </p>	<p> To Cash </p>	<p> 180.00 </p>
<p> Jun 25 </p>	<p> By Cash </p>	<p> 70.00 </p>
<p> Jul 1 </p>	<p> Balance </p>	<p> 545.00 </p>
<p> Jul 10 </p>	<p> To Cash </p>	<p> 200.00 </p>
<p> Jul 20 </p>	<p> By Cash </p>	<p> 80.00 </p>
<p> Aug 1 </p>	<p> Balance </p>	<p> 665.00 </p>
<p> Aug 15 </p>	<p> To Cash </p>	<p> 220.00 </p>
<p> Aug 25 </p>	<p> By Cash </p>	<p> 90.00 </p>
<p> Sep 1 </p>	<p> Balance </p>	<p> 795.00 </p>
<p> Sep 10 </p>	<p> To Cash </p>	<p> 240.00 </p>
<p> Sep 20 </p>	<p> By Cash </p>	<p> 100.00 </p>
<p> Oct 1 </p>	<p> Balance </p>	<p> 935.00 </p>
<p> Oct 15 </p>	<p> To Cash </p>	<p> 260.00 </p>
<p> Oct 25 </p>	<p> By Cash </p>	<p> 110.00 </p>
<p> Nov 1 </p>	<p> Balance </p>	<p> 1085.00 </p>
<p> Nov 10 </p>	<p> To Cash </p>	<p> 280.00 </p>
<p> Nov 20 </p>	<p> By Cash </p>	<p> 120.00 </p>
<p> Dec 1 </p>	<p> Balance </p>	<p> 1245.00 </p>
<p> Dec 15 </p>	<p> To Cash </p>	<p> 300.00 </p>
<p> Dec 25 </p>	<p> By Cash </p>	<p> 130.00 </p>
<p> Total </p>	<p> 1245.00 </p>	<p> 1245.00 </p>

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1. HIGHLIGHTS AND CONCLUSIONS

The economy of the Fitchburg-Leominster SMSA was hard hit by the recession, but since second quarter 1975 employment levels in the SMSA have been expanding gradually. This recovery has all the elements of a strong, sustainable upturn.

The population of the SMSA has been growing in recent years, from 97,267 in 1970 to a projected 103,076 in FY 1977. Labor force participation rates of women have also been increasing since the time of the 1970 census.

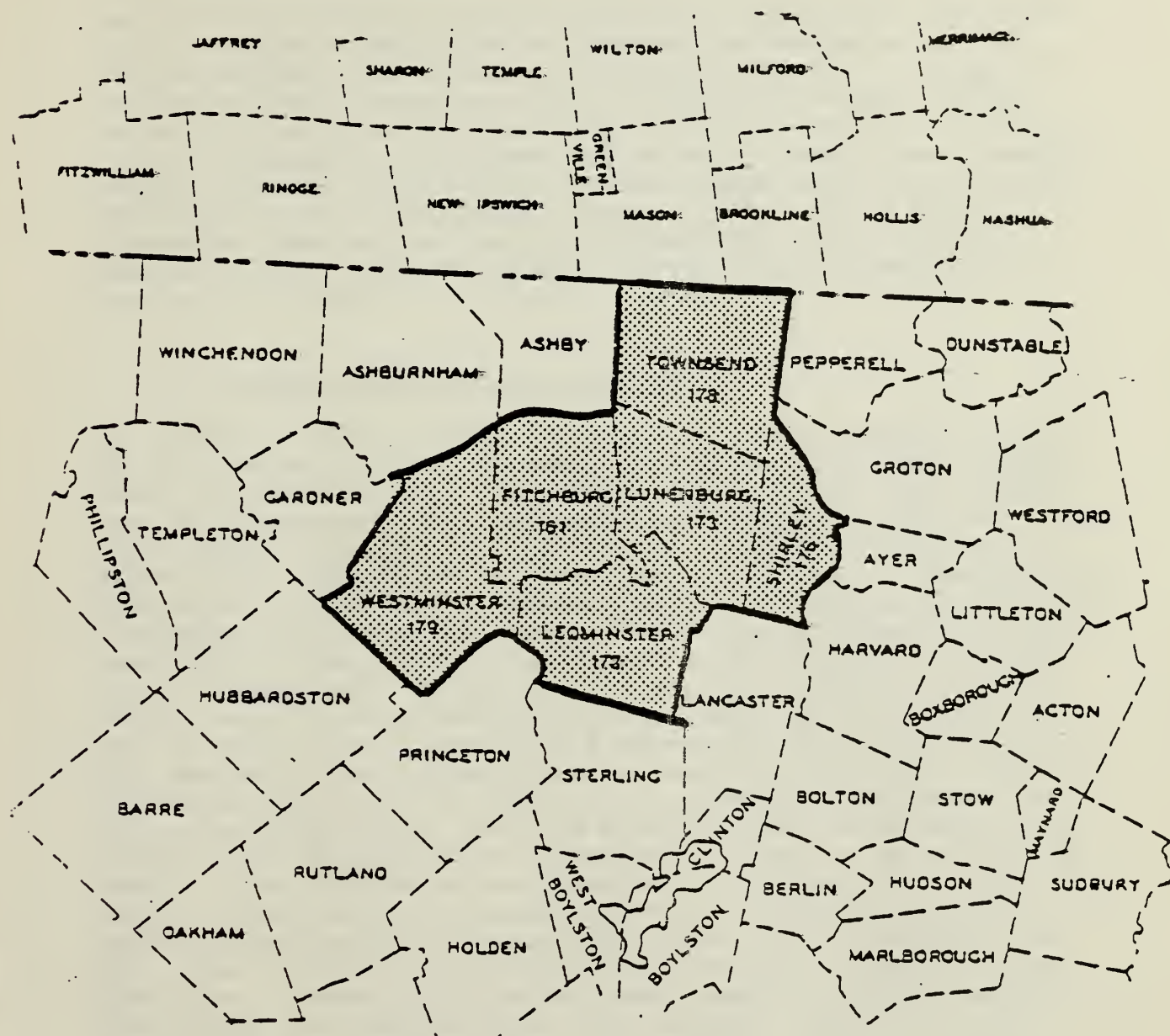
The manufacturing sector of the area's economy was most affected by the recession, particularly the nondurable goods sector. Nonmanufacturing suffered a temporary decline at that time but has since recovered all losses.

The employment outlook over the next ten years in the area appears to be best in clerical, sales and service occupations and worst for those seeking employment in agricultural and nontransport operatives occupations.

Persons in need of manpower and training services in the SMSA will include those who are classified as disadvantaged for manpower planning purposes. Others, not in this category will also be in need of manpower and training services due to the recent recession and/or current conditions in their occupational group or industry of employment.

Barriers to employment faced by the disadvantaged job seeker include: inadequate or obsolete skills, low educational levels, lack of inexpensive public transportation and an inadequate number of day care facilities.

FITCHBURG-LEOMINSTER SMSA



THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

As Defined By
U.S. Office of Management & Budget
27 April 1973

March 1975

THE HISTORY OF THE CITY OF BOSTON

FROM THE FIRST SETTLEMENT
TO THE PRESENT TIME
BY
JOSEPH NEALE
OF THE BOSTON BAR
IN TWO VOLUMES
VOL. I.
BOSTON: PUBLISHED BY
J. NEALE, 1822.

PRINTED BY
J. NEALE, 1822.

2. DESCRIPTION OF AREA

a. Definition of Area

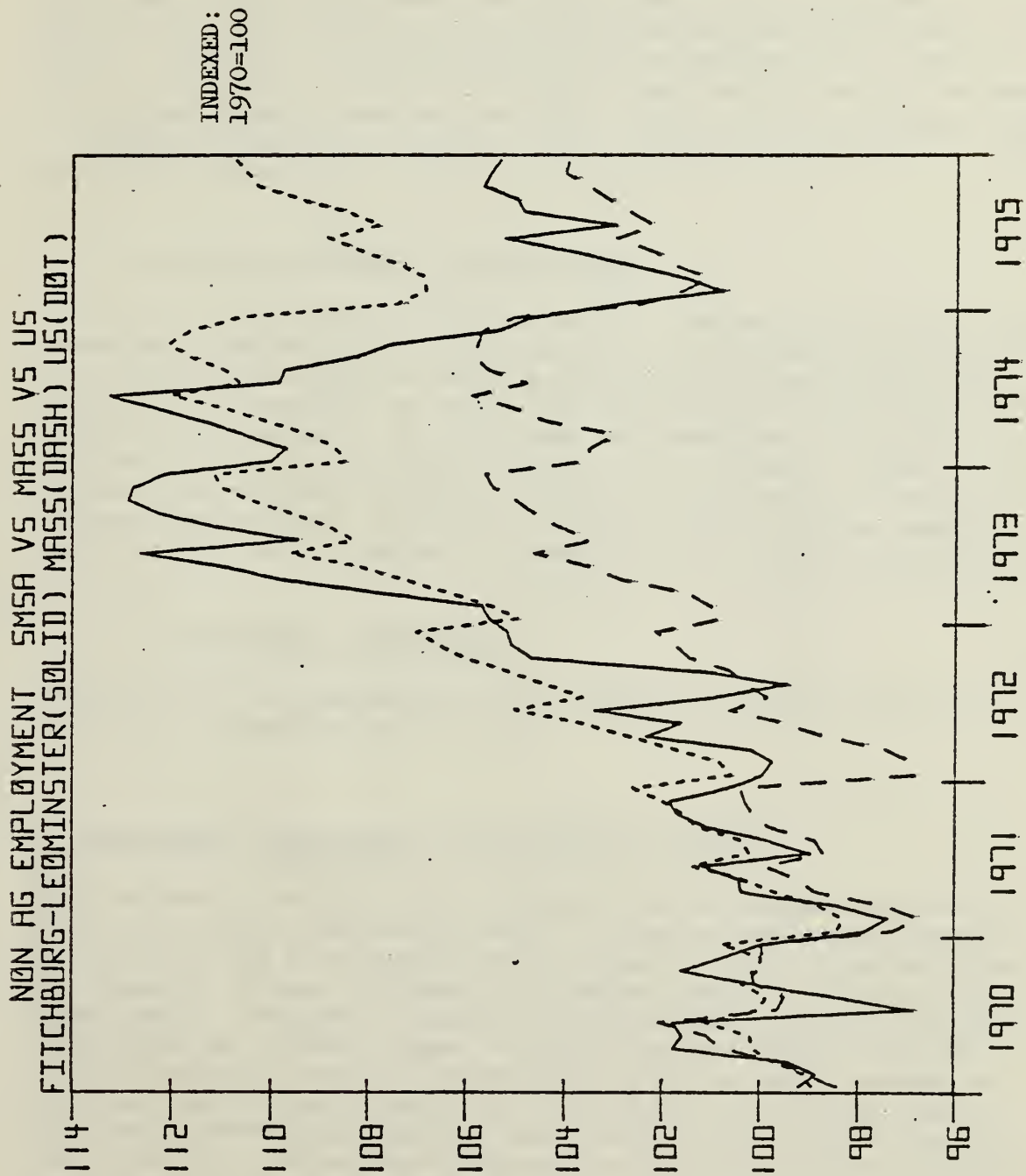
The Fitchburg-Leominster Standard Metropolitan Statistical Area (SMSA) consists of the central cities of Fitchburg and Leominster and the towns of Lunenburg, Westminster, Shirley and Townsend. It is part of the Nashua River Drainage Basin with two principal streams running through it, the Nashua and Squanacook Rivers. The SMSA is an economic unit including parts of Middlesex and Worcester counties where commuter patterns are such that jobs can be freely changed within the area without changing place of residence. The area is bordered on the north by Ashburnham, Ashby and the state of New Hampshire, on the east by Pepperell, Groton, Ayer and Harvard, on the South by Lancaster and Sterling and on the west by Princeton, Hubbardston and Gardner.

b. Economic Developments and Outlook

The Fitchburg-Leominster SMSA was hardest hit by the recession during the first months of 1975. The energy crisis and the business downturn caused widespread layoffs at area firms and by February 1975, employment had plummeted to its lowest point in two years. During that period, the Fitchburg-Leominster area experienced a greater relative loss in number of jobs than either the United States as a whole or Massachusetts (see figure 1). The area's economy began to climb back up in March and it appeared for a while that within a short time the upward trend would result in the area regaining all or most of the losses it incurred in late 1974/early 1975. By June it was clear this prediction was inaccurate. Month to month gains had shrunk greatly and the recovery process had taken on the character of a rabbit that turned into a snail. This slowdown in gains is not a totally negative sign, but it does mean the economy will have a difficult time re-absorbing those unemployed due to layoffs during the recession along with the new entrants and re-entrants into the labor force. A moderate-to-slow rate of recovery is based on more solid factors and therefore is more sustainable than a fast upsurge. The area has, and should continue to experience a slow expansion in employment with a resultant gradual rise in consumer spending. This in turn acts as a stimulus for increases in production and inventories. Overall, this process should lead to a gradual recovery (not a boom) with inflation rates under control. Under this circumstances, it is unlikely the area will experience a reversal of the recovery process in the near future. In 1976, although unemployment rates will probably still be relatively high throughout the year, the area should continue to register month-to-month improvements.

TABLE I		TABLE II	
Year	Value	Year	Value
1900	100	1900	100
1901	105	1901	105
1902	110	1902	110
1903	115	1903	115
1904	120	1904	120
1905	125	1905	125
1906	130	1906	130
1907	135	1907	135
1908	140	1908	140
1909	145	1909	145
1910	150	1910	150
1911	155	1911	155
1912	160	1912	160
1913	165	1913	165
1914	170	1914	170
1915	175	1915	175
1916	180	1916	180
1917	185	1917	185
1918	190	1918	190
1919	195	1919	195
1920	200	1920	200
1921	205	1921	205
1922	210	1922	210
1923	215	1923	215
1924	220	1924	220
1925	225	1925	225
1926	230	1926	230
1927	235	1927	235
1928	240	1928	240
1929	245	1929	245
1930	250	1930	250
1931	255	1931	255
1932	260	1932	260
1933	265	1933	265
1934	270	1934	270
1935	275	1935	275
1936	280	1936	280
1937	285	1937	285
1938	290	1938	290
1939	295	1939	295
1940	300	1940	300
1941	305	1941	305
1942	310	1942	310
1943	315	1943	315
1944	320	1944	320
1945	325	1945	325
1946	330	1946	330
1947	335	1947	335
1948	340	1948	340
1949	345	1949	345
1950	350	1950	350
1951	355	1951	355
1952	360	1952	360
1953	365	1953	365
1954	370	1954	370
1955	375	1955	375
1956	380	1956	380
1957	385	1957	385
1958	390	1958	390
1959	395	1959	395
1960	400	1960	400
1961	405	1961	405
1962	410	1962	410
1963	415	1963	415
1964	420	1964	420
1965	425	1965	425
1966	430	1966	430
1967	435	1967	435
1968	440	1968	440
1969	445	1969	445
1970	450	1970	450
1971	455	1971	455
1972	460	1972	460
1973	465	1973	465
1974	470	1974	470
1975	475	1975	475
1976	480	1976	480
1977	485	1977	485
1978	490	1978	490
1979	495	1979	495
1980	500	1980	500
1981	505	1981	505
1982	510	1982	510
1983	515	1983	515
1984	520	1984	520
1985	525	1985	525
1986	530	1986	530
1987	535	1987	535
1988	540	1988	540
1989	545	1989	545
1990	550	1990	550
1991	555	1991	555
1992	560	1992	560
1993	565	1993	565
1994	570	1994	570
1995	575	1995	575
1996	580	1996	580
1997	585	1997	585
1998	590	1998	590
1999	595	1999	595
2000	600	2000	600

Figure 1





c. Population and Labor Force
Trends and Characteristics

According to the 1970 Census, the population of the SMSA grew at a slower pace than that of both the state and the nation during the 1960/1970 period. The city of Fitchburg's population remained stable over the decade with growth of only 0.7 percent. Leominster however, registered 17.9 percent growth over the same time period. Of the remaining towns in the SMSA, Shirley was the only one to decrease in population during the 1960-1970 period.

d. Racial and Ethnic Characteristics

In 1970 the population of the SMSA was 98.9 percent white, 1.1 percent non-white. The racial mix of the area has been changing slightly since and by fiscal year 1977 the white population of the area will total 101,638 or 98.6 percent and the non-white population will total 1,438 persons or 1.4 percent. In 1970 women accounted for 39.6 percent of the labor force but their participation will continue to grow and projections indicate that by 1977 they will account for 41.8 percent of the total labor force. As Table 1, shows, their projected unemployment rate will be 12.8 percent in fiscal year 1977. (See Appendix, table 14).

e. Age and Sex Distribution

Tables 2 and 3 are breakouts of the population and labor force by age and sex respectively, for 1977.

3. EMPLOYMENT DEVELOPMENTS AND OUTLOOK BY INDUSTRY

Total nonfarm payrolls in the Fitchburg-Leominster SMSA declined by 1,780 jobs over the 1974/1975 period. A look at employment trends in the area over the past several years reveals a cyclical pattern with the recession of late 1974/early 1975 being the most severe of any in recent years. Employment reached relatively high levels in the area during 1968 and 1969 but began to dip during the 1969/1971 period. This was reversed from 1971 through 1973 when the area's economy experienced year-to-year growth, but in late 1974, employment began to slip into a recessionary decline along with the rest of the country, (see Table 4). The recession bottomed out in the Fitchburg-Leominster area in the first quarter of 1975 and the SMSA has been inching its way toward recovery ever since.

Table 1

Population Change in the Nation, the State
The Fitchburg-Leominster SMSA and the
Cities and Towns in the Area

	Population		1960-1970	
	1960	1970	Number	Percent Change
United States	179,323,175	200,363,721	+21,040,546	+11.7
Massachusetts	5,149,317	5,689,170	+ 539,853	+10.5
The SMSA	90,158	97,267	+ 7,006	+ 7.8
In Central Cities	70,950	76,282	+ 5,332	+ 7.5
Fitchburg	43,021	43,343	+ 322	+ 0.7
Leominster	27,929	32,939	+ 5,010	+17.9
Outside Central Cities	19,208	20,882	+ 1,674	+ 8.7

The Area is Defined as Follows:

Middlesex County (Part)	8,852	9,190	+	338	+ 3.8
Shirley-Town	5,202	4,909	-	293	- 5.6
Townsend-Town	3,650	4,281	+	631	+17.2
Worcester County (Part)	81,306	87,974	+	6,668	+ 8.2
Fitchburg-City	43,021	43,343	+	322	+ 0.7
Leominster-City	27,929	32,939	+	5,010	+17.9
Lunenburg-Town	6,334	7,419	+	1,085	+17.1
Westminster-Town	4,022	4,273	+	251	+ 6.2

Source: 1960 and 1970 U.S. Census



Table 2

Characteristics of the Population

Projected Fiscal Year 1977 Average

Fitchburg-Leominster SMSA

Age	Male		Female	
	White	Nonwhite	White	Nonwhite
Total	48,130	771	53,508	667
0-15	14,429	278	14,026	232
16-19	4,221	82	4,171	66
20-24	4,472	41	4,462	41
25-34	5,719	124	7,522	134
35-44	4,750	72	4,945	72
45-64	10,304	154	11,633	71
65+	4,235	20	6,749	51
Total Population	103,076			
Female	54,175			
Black	807			
Other	332			
Spanish	924			

Table 3

Characteristics of the Labor Force
 Fitchburg-Leominster SMSA
 Projected Fiscal Year 1977 Average

Age	Male		Female	
	White	Nonwhite	White	Nonwhite
Total	28,069	403	20,181	263
16-19	3,193	48	2,974	42
20-24	4,245	34	2,826	15
25-34	5,697	120	3,907	68
35-44	4,690	64	3,051	64
45-64	9,281	132	6,753	64
65+	963	5	670	10
Total Labor Force	48,916			
Female	20,444			
Black	454			
Other	212			
Spanish	363			

Table 4

Fitchburg-Leominster, Massachusetts SMSA
Nonagricultural Wage and Salary Employment by
Major Industry Divisions and Groups
1968-1975

Industries	1968	1969	1970	1971	1972	1973	1974	1975
Nonagricultural Wage and Salary	34,980	35,860	34,620	34,610	35,110	38,090	37,780	36,000
1. Manufacturing	18,130	18,220	16,930	16,700	16,890	18,530	18,260	16,560
Durable Goods	6,080	6,000	5,760	6,210	6,320	7,010	7,190	6,900
Furniture & Fixtures	550	530	490	510	520	570	560	530
Fabricated Metals	2,490	2,290	1,980	1,880	1,990	2,140	2,010	1,850
Machinery (exc. elec.)	2,120	2,000	2,200	2,630	2,800	3,080	3,320	3,680
Other Durable Goods 1/	920	1,180	1,090	1,190	1,010	1,220	1,300	840
Nondurable Goods	12,050	12,220	11,170	10,490	10,570	11,520	11,070	9,660
Textile Mill Products	810	750	610	650	630	730	650	510
Apparel & Allied Products	1,380	1,370	1,350	1,030	830	850	870	760
Paper & Allied Products	2,430	2,410	2,170	1,930	1,940	2,300	2,380	1,780
Chemicals	1,050	1,120	810	570	510	620	650	570
Rubber & Plastics	4,670	4,850	4,610	4,560	4,980	5,330	4,900	4,430
Leather & Leather Prods.	490	460	440	440	450	460	420	430
Miscellaneous Mfg.	650	650	540	690	590	560	530	500
Other Nondurable Goods 2/	570	610	640	620	640	670	670	680

Table 4 (continued)

Fitchburg-Leominster, Massachusetts SMSA
Nonagricultural Wage and Salary Employment by
Major Industry Divisions and Groups
1968-1975

Industries	1968	1969	1970	1971	1972	1973	1974	1975
2. Nonmanufacturing - Total	16,850	17,040	17,690	17,910	18,220	19,560	19,520	19,440
Contract Construction	1,350	1,380	1,470	1,390	1,470	1,640	1,200	1,030
Transportation,								
Communication, Utilities	1,200	1,260	1,280	1,280	1,330	1,420	1,400	1,450
Wholesale & Retail Trade	6,830	7,020	7,310	7,380	7,490	8,130	8,340	8,230
Finance, Insurance,								
Real Estate	690	730	840	1,030	1,120	1,220	1,200	1,220
Service, Misc., Mining	4,180	4,070	4,210	4,250	4,230	4,570	4,800	4,930
Government	2,600	2,580	2,580	2,580	2,580	2,580	2,580	2,580
(Federal)	(400)	(380)	(380)	(380)	(380)	(380)	(380)	(380)
(State & Local)	(2,200)	(2,200)	(2,200)	(2,200)	(2,200)	(2,200)	(2,200)	(2,200)
Persons involved in labor disputes	70	50	70	20	250	10	170	25

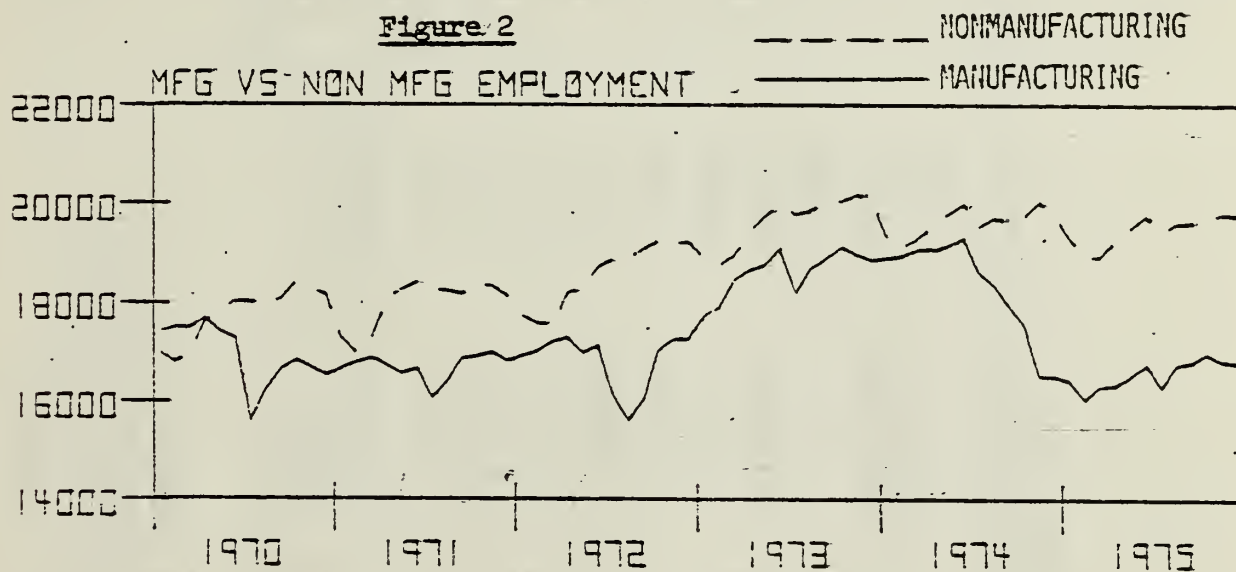
1/ Includes SIC: 19,24,32,33,36,37,38

2/ Includes SIC: 20,27

Source: Current Employment Series of the Massachusetts Division of Employment Security in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics as adjusted to Employment and Wage Data of the Massachusetts Division of Employment Security.



Almost all of the cutbacks in employment during the recession occurred in the manufacturing sector of the economy, where payrolls that averaged 18,260 in 1974 declined by 1,700 to a 1975 average of 16,560. The non-manufacturing sector was almost unaffected by the recession while manufacturing and particularly the nondurable goods subsector, incurred most of the losses. The nondurable goods subsector has rebounded approximately half way back to its pre-recessionary level while durable goods industries have recovered approximately two thirds of their losses.



Even with this reduction in employment, the SMSA's economy still has a very large manufacturing base. As table 5 shows, with manufacturing accounting for 45.9 percent of nonfarm employment, there are proportionately more manufacturing jobs in the Fitchburg-Leominster area than in any of the other eight major labor market areas, and it is substantially above the 25.5 percent that is the state average.

The durable goods subsector at 6,900 in 1975 (down 290 from the previous year's total of 7,190) accounted for 42 percent of the area's manufacturing payrolls. Within the subsector, "other durable goods" including SIC 19,24,32,33,36,37 and 38* and fabricated metals (SIC 34), each down by 160 sustained the largest losses. The decline in the fabricated metals industry was partially the result of Independent Lock Company closing and relocating several of its lock and key manufacturing operations early in 1975, with a loss of approximately 700 jobs.

* Ordnance, Lumber, Stone, Primary Metals, Electrical Machinery, Transport Equipment, Professional and Scientific Equipment and Instruments.

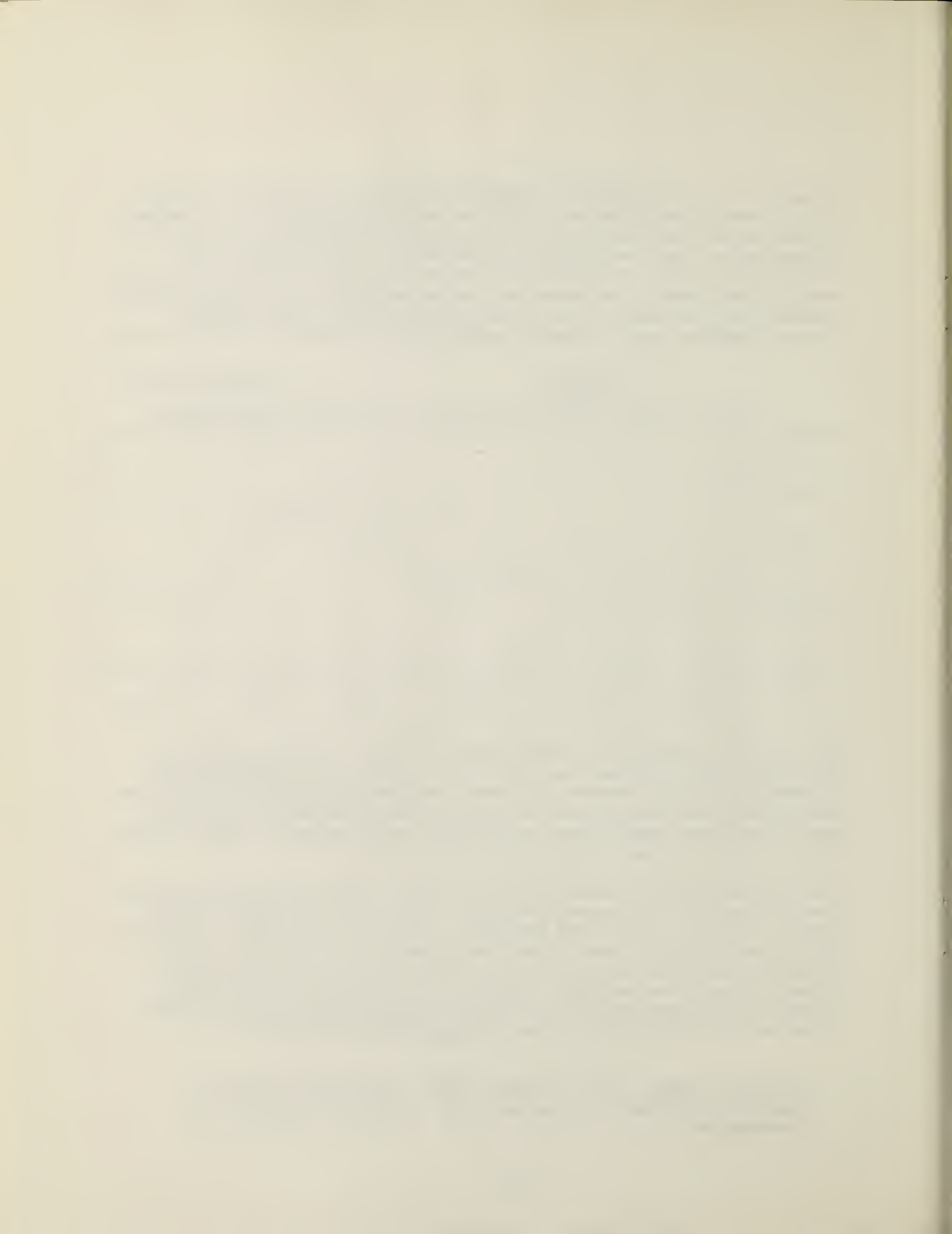


Table 5

Manufacturing as a Percent of
Nonagricultural Employment
December 1975

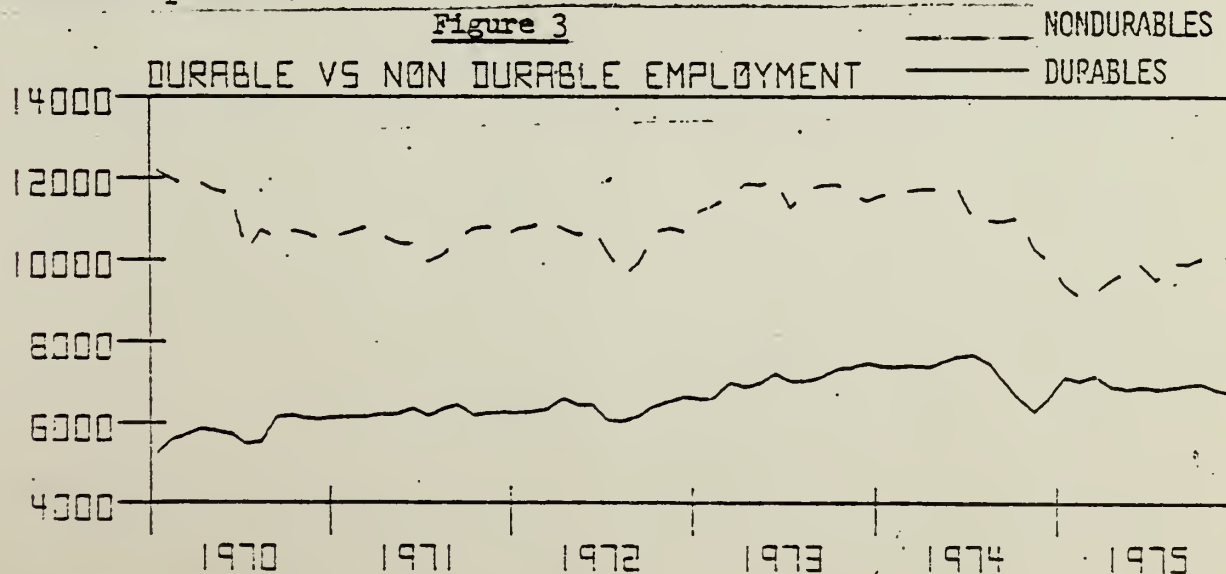
Area	Total Nonfarm Employment	Manufacturing Employment	Manufacturing as a Percent of Total Nonagricultural Employment
Fitchburg-Leominster SMSA	36,510	16,770	45.9
Fall River LMA	50,500	21,200	42.0
New Bedford LMA	59,700	24,500	41.0
Lawrence-Haverhill SMSA	98,900	38,000	38.4
Lowell LMA	63,600	22,600	35.5
Worcester LMA	144,400	44,600	30.9
Springfield-Chicopee-Holyoke LMA	213,600	58,800	27.5
Brockton SMSA	51,600	11,500	22.3
Boston SMSA	1,327,200	261,100	19.7
Massachusetts (State)	2,357,200	600,700	25.5

Source: Current Employment Series, Massachusetts Division of
Employment Security, December, 1975.



Nonelectrical machinery (SIC 35) at 3,680 was the only industry in this subsector to register an increase in 1975 over its previous years total (up 360). The Mechanical Drive Turbine Department of General Electric did not lay off any workers at all during the 1974/1975 recession, in fact, the company has not had any employment cutbacks in over a decade. Other companies in the industry were forced to trim their jobrolls though. Simmonds Cutting Tools (SIC 3425) for one, experienced cuts in company employment during the first quarter of 1975 due to a downturn in the volume of business and orders in that quarter. The outlook for the company in 1976 is more optimistic though, and it reports some employees have already been recalled to work due to an increase in orders and business that began in the fourth quarter of 1975, and the upturn is expected to continue in 1976.

The nondurable goods subsector, at 11,070 in 1974 declined by 12.7 percent to a 1975 level of 9,660. Over the year, every industry within this subsector incurred losses except for "all other" durable goods (SIC 20, 27*) and leather and leather products (SIC 31) each of which registered a negligible gain of ten jobs. The industry with the largest losses in employment was the paper and allied products industry (SIC 26) which was down by 600 over the 1974/1975 period. Companies in this industry are beginning to build their payrolls up to a more normal level and they report a slow, stable increase since April 1975. Many in the industry feel it will be possible to sustain the increase as a number of their customers have been keeping low inventory levels and manufacturers in the industry expect orders to step up during early 1976 as inventories are increased. A 1974/1975 comparison of employment in the area's rubber and plastics industry (SIC 30), the largest in the manufacturing sector, shows an overall decrease in payrolls over the year. Most of the cutbacks in jobrolls occurred in the first half of 1975, but since then, employment has begun to pick up. The outlook for this industry is again one of restrained optimism.



* Food, Printing.



Nonmanufacturing was hurt the least by the recession, registering only an 80 job decline over the 1974/1975 period. Most industries in this sector registered an increase or remained the same over the 1974/1975 level. Two experienced a downturn, construction fell by 170 jobs over the year to a 1975 annual average employment level of 1,030. The only other industry to register a decrease in average employment levels over the year in this sector was the wholesale and retail trade industry (SIC 50-59) which, at 8,230 for 1975, was 110 below its 1974 level. Merchants in the area report business is doing well, and while they feel the recession did not have much of a negative effect on it, most establishments have kept employment at minimum levels during 1975 and reduced the number of additional holiday employees they hired. These factors, as well as the closing of the W.T. Grant store, contributed to the overall decline in employment. The industry appears to be holding its own, and area businessmen hold a "cautiously optimistic" outlook for the future.

The losses in the construction and trade industries were partially offset by an over-the-year increase of 70 jobs in the service (SIC 70-89) industry and a 50-job gain in the transportation, communications and utilities (SIC 40-49) industry during the year.

Long-term projections for the SMSA are somewhat different, as shown by the table 6, which lists 1985 employment estimates by industry. Most notable are the declines in textiles and apparel and increases in the chemical, rubber and plastics and nonmanufacturing industries projected to occur over the next ten years.



Table 6

Nonagricultural Employment Projections by Industry
Fitchburg-Leominster SMSA
1974 - 1985

SIC Code	Industry	1974	<u>3/</u> 1985	Percent Change 1974-1985
	Total Nonagricultural	34,550	37,876	+ 9.6
	Durable Goods	7,097	7,010	- 1.2
25	Furniture	558	520	- 6.8
34	Primary Metals	295	290	- 1.7
35	Machinery (exc. elec.)	3,760	4,000	+ 6.4
	Other Durable Goods <u>1/</u>	2,484	2,200	-11.4
	Nondurable Goods	11,067	11,280	+ 1.9
22	Textile Mill Products	649	585	- 9.9
23	Apparel and Allied Products	868	685	-21.1
26	Paper and Allied Products	2,378	2,175	- 8.5
28	Chemicals	649	750	+15.6
30	Rubber and Plastics	4,901	5,600	+14.3
31	Leather and Leather Products	421	300	-28.7
39	Miscellaneous Manufacturing	534	400	-25.1
	Other Nondurable Goods <u>2/</u>	667	785	+17.7
	Nonmanufacturing	16,386	19,586	+19.5
15-17	Construction	1,214	1,535	+26.4
40-49	Transportation, Communication and Utilities <u>4/</u>	1,000	1,100	+10.0
50-59	Wholesale and Retail Trade	8,344	9,855	+18.1
60-69	Finance, Insurance and Real Estate	1,199	1,340	+11.8
70-89	Services	4,629	5,756	+24.3

1/ Includes SIC: 19,24,29,32,33,36,37,38

2/ Includes SIC: 20,27

3/ Massachusetts D.E.S. Estimates

4/ Does not include Railroad



4. EMPLOYMENT DEVELOPMENTS-AND OUTLOOK BY OCCUPATION

The following table is a breakout of job openings by industry listed in the Worcester Job Bank in December 1975. Almost one fourth (24.2 per-cent) of the jobs were in the professional, technical or managerial fields, a positive sign as these jobs are usually well paying and have favorable working conditions. There was also a demand for persons in the clerical, sales, services and processing industries. This matches the available supply of labor in the area, but since they are all high turnover industries due to high quit and/or layoff rates, it suggests the demand is a result of replacement rather than the growth of a stable industry labor force.

Table 7

Worcester Job Bank

DOT Code	Occupational Category	Number	Percent
	Total	1,031	100.0
0,1	Professional, Technical, Managerial	249	24.2
2	Clerical, Sales	202	19.6
3	Services	165	16.0
4	Farming, Fishing, Forestry	8	0.8
5	Processing	111	10.8
6	Machine Trades	91	8.8
7	Bench Work	57	5.5
8	Structural	55	5.3
9	Miscellaneous	88	8.5
	INA	5	0.5
December 1975			

Table 8 lists occupational projections to 1985. The projections are based on statewide employment trends between 1970 and 1975. The underlying assumptions are that future patterns will resemble past ones and that no major economic changes or upheavals will occur over the next ten years. These are estimates of changes in magnitude, not projections of number of openings. There will be a certain amount of additional vacancies in all categories due to attrition (retirements and deaths) regardless of whether the occupation is declining or expanding.

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Table 8

Employment by Occupation
Fitchburg-Leominster SMSA
1975-1985

Occupation	1975 Employment	1985 Employment	Percent Change
Total	36,000	37,876	+ 5.2
Professional, Technical & Kindred	4,549	4,963	+ 9.1
Engineers, Tech.	453	473	
Physicians, etc.	178	202	
Managers	2,867	3,047	+ 6.3
Retail Trade	574	687	
Sales	2,329	2,510	+ 7.8
Clerical & Kindred	5,859	6,660	+13.4
Bookkeepers	621	597	
Secretaries, Stenos, Typists	1,309	1,571	
Craftsmen, Foremen, Kindred	4,930	5,256	+ 6.6
Metal Craftsmen	487	471	
Carpenters	302	351	
Construction Craftsmen	682	766	
Operatives (exc. Trans.)	8,125	7,662	-5.7
Transport Equipment Operatives	896	878	- 2.0
Truck Drivers	497	494	
Laborers (exc. Farm)	866	896	+ 3.5
Construction	13	13	
Freight, Stock & Material Handling	574	569	
Agricultural Workers	214	116	-45.8
Farmers & Farm Managers	60	31	
Farm Laborers & Foremen (exc. Unpd.)	87	49	
Service Workers (exc. pvt. H.H.)	5,365	5,888	+ 9.7
Cleaning Service Workers	735	840	
Food Service Workers	1,440	1,562	
Health Service Workers	524	700	
Personal Service Workers	74	81	
Protective Service Workers	443	414	

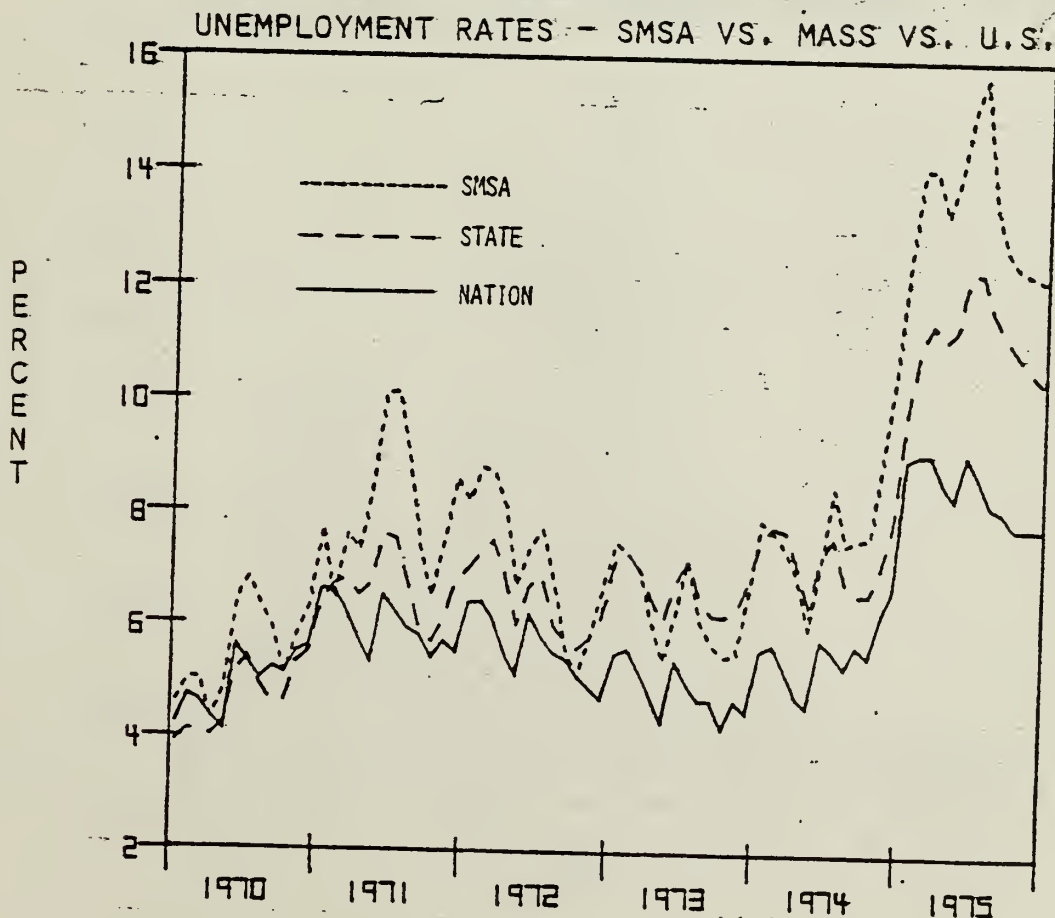
Clerical and kindred occupations, which can be found to some degree in all industries, will experience the most growth (+13 percent) during the time period. Service occupations should also continue to grow with 9.7 percent expansion expected over the next ten years. This industry was not particularly hard hit during the recession and should continue on its upward trend in the SMSA. Growth in service occupations is followed closely by growth in the professional, technical and kindred occupations.

Of occupations with diminishing employment opportunities, agricultural workers head the list. Over the next ten years this group is projected to decrease by approximately 46 percent. This development will not be very detrimental to the area's economy though, as agricultural workers account for only a tiny fraction of total employment in the area. A more ominous sign is the 5.7 percent decrease in operatives (except transportation), as most of these people are employed in the manufacturing sector, particularly in nondurable goods industries. These losses could be the result of declining soft goods industries in the area and/or changes in technology in these industries. In either case, it will mean there will be workers unemployed because their skills are obsolete or unmatched to local demand. These people will then be among those in need of retraining or other manpower services in the future.

5. RECENT TRENDS IN UNEMPLOYMENT

The Fitchburg-Leominster SMSA has consistently sustained higher rates of unemployment than the nation since 1970. Compared with the state, the area registered a higher unemployment rate during the 1970-through-1972 period. It then dropped to a level approximately 0.5 of a percentage point below the state during 1973 and 1974, a time of relatively high employment in the area. By 1975, the area's average unemployment rate for the year shot up to 13.5 percent, 2.3 percentage points above the state's annual average and 5.0 percentage points above that of the United States.

Figure 4



During 1975, the area's rate remained above the 12.0 percent level for the entire year. This is classified as an area of "substantial unemployment" by the Department of Labor (group F). The area's unemployment rate reached its peak in July 1975, (15.7 percent), a month of seasonally high unemployment rates, which, during this year were increased even more by the recession. In August, the rate began to decline though, and has continued to do so since.

Figure 5

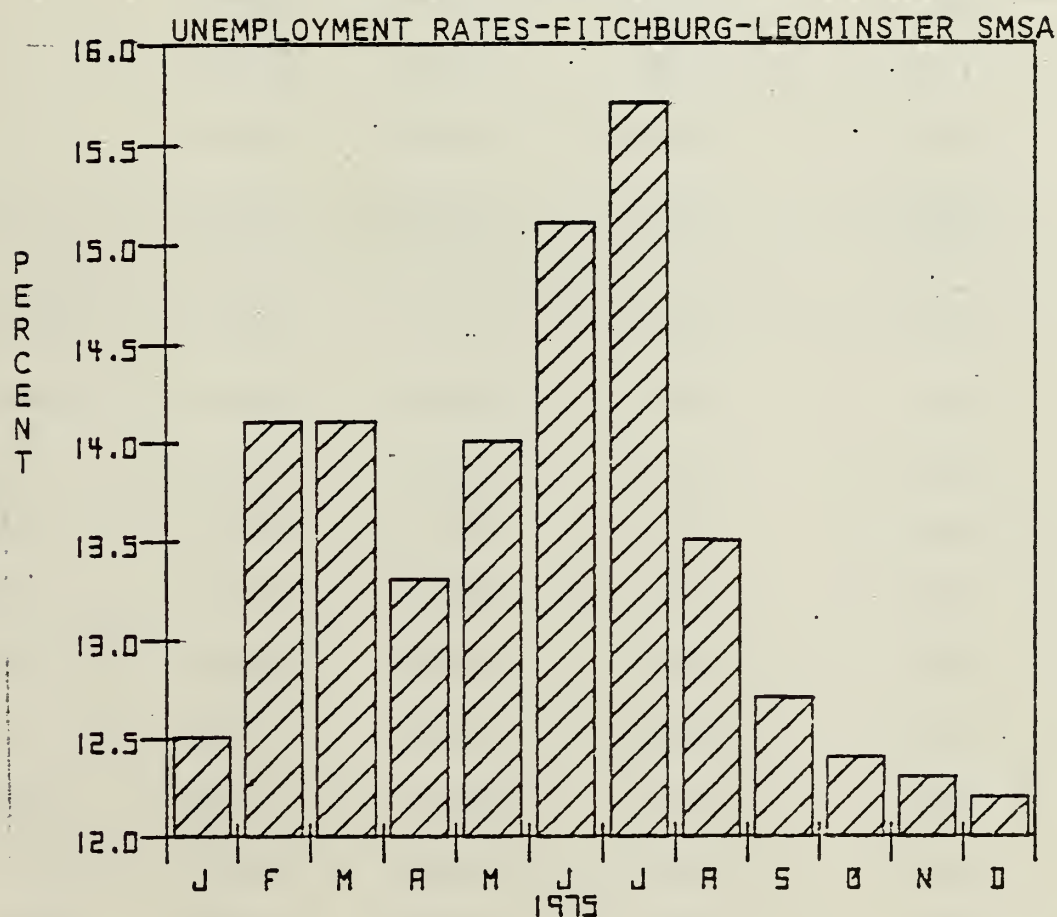


Table 9

ANNUAL AVERAGE AND MONTHLY CIVILIAN LABOR FORCE DATA FOR AREAS OF HIGH UNEMPLOYMENT					AREA AND STATE Fitchburg- Leominster, Massachusetts
Date	Number of Workers				Unemployment as a Percent of Civilian Labor Force
	Civilian Labor Force	Total Employment *	Nonagricultural Wage & Salary Employment	Total Unemployment	
I	II	III	IV	V	VI
Annual Average					
1. Year					
1970	40,900	38,600	34,620	2,300	5.6
1971	42,100	38,700	34,610	3,400	8.1
1972	42,600	39,600	35,110	3,000	7.0
1973	44,900	42,100	38,090	2,800	6.2
1974	46,300	42,700	37,780	3,600	7.8
2. Year 1975	48,100	41,600	36,010	6,500	13.5
January	47,300	41,400	35,680	5,900	12.5
February	47,500	40,800	34,940	6,700	14.1
March	47,600	40,900	35,220	6,700	14.1
April	47,500	41,200	35,600	6,300	13.3
May	48,500	41,700	36,000	6,800	14.0
June	49,600	42,100	36,480	7,500	15.1
July	49,000	41,300	35,700	7,700	15.7
August	48,300	41,800	36,340	6,500	13.5
September	48,100	42,000	36,490	6,100	12.7
October	48,200	42,200	36,630	6,000	12.5
November	48,000	42,100	36,580	5,900	12.3
December	47,500	41,800	36,510	5,800	12.2
3. Year 1976					
January	47,900	41,900	36,200	6,000	12.5

* Including persons involved in labor management disputes.

The table on the following page lists percentages of regular UI benefit payments to totally unemployed claimants at the Fitchburg Unemployment office, by industry of last attachment. As this table shows, over the past several months a large group of persons collecting at the office were last employed in the manufacturing sector. Within this sector, different patterns can be detected for men and women. An analysis of the January 1976 benefit payments reveals that of the 34.1 percent office total of men last employed in manufacturing, equal numbers were last employed in the durable and nondurable goods subsectors with each accounting for 17 percent of the office total. Of all industries within the manufacturing sector, the highest concentration was in the fabricated metals industry where 7.9 percent of all males collecting at the office were last employed.

Those last employed in the construction industry made up the other large group (29.5 percent) of men collecting at the office. This is a result of a combination of a slowdown in building in the area and adverse weather conditions which contribute to this industry's high unemployment rate during the winter months. The next largest group of male claimants from the wholesale and retail trade industry at 11.5 percent. Approximately 75 percent of all men collecting at the office were concentrated in the manufacturing, construction and trade industries.

The largest group of female claimants was from the manufacturing industry (46.5 percent) but of these, only 11.0 percent were last employed in the durable goods subsector vs. 35.5 percent in nondurable goods industries. Within the manufacturing sector, 16.1 percent of the female claimants were last employed in the rubber and plastics industry. Wholesale and retail trade and the service industry also accounted for a large share with wholesale and retail trade being the industry of last employment of 22.7 percent of the women collecting at the office. This was higher than in the preceeding months largely due to seasonal January layoffs of temporary holiday employees. Trade was followed by the service industry, which was the last employer of 16.1 percent of the female claimants.

Table 10

Totally Unemployed Fitchburg Office Claimants
Industry of Last Attachment
4th Quarter 1975, and January 1976

SIC Code	Industry	October 1975		November 1975		December 1975		January 1976	
		Male	Female	Male	Female	Male	Female	Male	Female
	Total Number	1,350	746	1,253	715	1,510	859	1,673	864
	Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
0-14	Agriculture	0.0	0.4	0.2	0.4	0.5	0.4	1.2	0.3
15-17	Construction	17.2	0.9	19.0	1.8	22.0	1.8	29.5	1.5
19-39	Manufacturing	46.6	47.6	42.3	44.5	40.9	50.3	34.1	46.5
40-49	Transportation, Communication, Utilities	3.0	1.3	3.1	1.5	3.0	1.4	2.5	0.9
50-59	Wholesale & Retail Trade	13.2	17.2	13.6	19.7	12.0	17.9	11.5	22.7
60-69	Finance, Insurance & Real Estate	1.3	4.0	1.4	3.8	1.5	3.8	1.8	3.8
70-89	Service	6.3	17.2	7.1	17.7	7.4	17.7	7.2	16.1
92	Government	0.0	0.4	0.1	0.0	0.1	0.0	0.1	0.0
00	INA	12.3	11.3	13.2	10.6	12.6	6.7	12.1	8.2

INA: Industry Not Available

Source: Benefit Payments; October 1975, November 1975, December 1975,
January 1976.

6. CHARACTERISTICS OF PERSONS IN NEED OF EMPLOYMENT AND TRAINING SERVICES

Projections indicate that by Fiscal Year 1977 unemployment in the SMSA will stand at approximately 4,800. Many of the unemployed, as well as the underemployed, will be in need of employment and/or training services. Some of these persons will be included in the group classified by the Department of Labor as economically disadvantaged: persons whose family income falls below a cutoff point developed and revised yearly by the federal government. The index provides several income cutoff points dependant upon such factors as family size, sex of the family head, number of children under 18 years of age and farm or non-farm residence.

Many of those persons will in turn be included in the group classified as disadvantaged for manpower planning purposes. In this context, a disadvantaged person is one who is economically disadvantaged and unemployed or underemployed (table 11 projects the number of persons employed part time for economic reasons in Fiscal Year 1977). Additionally, he or she must also have one or more of the following characteristics: (1) is under 22 years of age, (2) a high school dropout, (3) a minority group member (4) 45 years old or over, or (5) handicapped.

Table 12 lists cumulative statistics on the characteristics of applicants at the Fitchburg D.E.S. employment office for the third and fourth quarters of 1975. During that time period, 33.5 percent of the applicants were under 22 years of age and 12.4 percent were 45 or over. Welfare recipients accounted for 22.2 percent of the total and 8.6 percent were of minority group status. Persons in many of these categories are likely to be included in target groups for manpower services.

Grouped by occupational category, many of the applicants were concentrated in low and semi skilled occupations, particularly packaging and materials handling, food servicing, health service attending and casting and molding (see table 13). Many of these persons may be in need of upgrading their skills in order to find employment in higher wage occupations. Another large group of applicants was seeking work in the clerical and saleswork category, particularly in computing and account recording, stenography, typing and filing.



Table 11

Additional Planning Data Projections

Projected Fiscal Year 1977 Average

<u>Employed Part Time for Economic Reasons</u>		
Category	Total Employment	Part Time Employment for Economic Reasons
Total	44,122	1,882
White Male	25,934	908
White Female	17,602	933
Nonwhite Male	350	21
Nonwhite Female	234	20

Persons 14 and Over, Receiving Welfare Payments

Total	3,277
White Male	918
White Female	2,196
Nonwhite Male	134
Nonwhite Female	29

Economically Disadvantaged (18 and over)

Total	5,622
White	5,515
Black	41
Other	66
Spanish	56

Table 12.

CUMULATIVE JULY 1975 THROUGH DECEMBER 1975
CHARACTERISTICS OF APPLICANTS
Fitchburg SMSA

Characteristics of Applicants	Registered Applicants	Individuals Counseled	Placed After Counseling	Enrolled in Training	Total Applicants Placed in Jobs
Age - All Ages	4,486	301	34	11	930
Under 20 years	711	65	7	1	239
20 - 21	559	27	3	1	154
22 - 24	704	36	5	1	162
25 - 29	826	48	2	2	144
30 - 39	891	70	10	6	124
40 - 44	239	21	3	0	38
45 - 54	393	21	3	0	47
55 - 64	150	13	1	0	20
65 years or older	13	0	0	0	2
Sex	4,486	301	34	11	930
Men	2,528	147	16	0	560
Women	1,958	154	18	11	370
Highest Grade of School Completed	4,486	301	34	11	930
0 - 7	195	19	3	0	35
8 - 11	1,536	152	24	4	348
12	1,834	107	5	6	358
Over 12 years	931	23	2	1	189
Handicapped	331	82	4	0	33
Welfare	997	111	19	10	133
Ethnic Group	4,486	301	34	11	930
White	4,289	280	32	11	887
Black	164	18	32	0	39
Other	26	2	0	0	4
Spanish Surname	198	14	0	1	55
Vietnam - ERA Veteran	663	38	5	0	186

Source: ESARS

7. BARRIERS TO EMPLOYMENT OF THE DISADVANTAGED

The disadvantaged are typically ill-equipped to compete effectively in the job market, therefore, they often take the unskilled or low skill jobs other workers reject on the grounds of low pay and/or unsatisfactory working conditions. Under slack labor market conditions such as those the area has been experiencing recently the disadvantaged are pushed out of their position at the bottom of the occupational hierarchy by more qualified workers. These workers, because of the lack of available jobs, are willing to take a low pay/status/skill job temporarily, until economic conditions improve. Recently, the disadvantaged have been facing these unfavorable circumstances as well as one or more of the following barriers to employment: inadequate or obsolete skills, low educational levels and/or a sporadic work history. Other obstacles to employment include: lack of private transportation, which coupled with inadequate public transportation often makes it impossible for these persons to look for or accept work in outlying areas. Age is another factor as older workers find it difficult to obtain suitable employment. Also there is a shortage of day care facilities in the area which prevents many qualified women from entering the labor force.

Table 13

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY
OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS
AND UNFILED OPENINGS

FITCHBURG - LEOMINSTER SMSA
DECEMBER 1975

SELECTED OCCUPATIONAL GROUP 1/	ALL	FEMALE	APPLICANT CHARACTERISTICS				UNFILED OPENINGS
			AGE		VETERAN	MINORITY	
			UNDER 22	45 AND OVER			
ALL OCCUPATIONS	2,398	1,103	501	352	580	103	
0,1 PROFESSIONAL, TECHNICAL, & MANAGERIAL WORK							
079 Medicine & Health, N.E.C. 2/	25	19	4	3	9	2	0
091 Secondary School Education	28	10	0	3	7	2	0
CLERICAL & SALES WORK							
201 Secretarial Work	45	44	9	7	0	1	1
209 Stenography, Typing, Filing, & Related Work, N.E.C. 2/	69	63	21	7	7	7	0
210 Bookkeeping	25	23	3	8	0	0	1
213 Automatic Data Processing	29	24	3	0	1	2	0
219 Computing & Account Recording, N.E.C. 2/	112	103	21	10	7	4	0
222 Clerical Work, Shipping & Receiving	24	1	9	2	4	3	0
289 Saleswork, Commodities, N.E.C. 2/	27	14	4	6	6	0	0
290 Sales Clerking	27	20	8	8	2	2	0
299 Miscellaneous Merchandising	22	17	4	2	1	1	0
SERVICES							
311 Food Serving	65	64	14	9	1	1	0
318 Kitchen Work, N.E.C. 2/	23	10	12	3	1	4	0
355 Attendant Work, Hosps., Morgues & Rel. Health Services	70	64	14	11	4	9	0
381 Cleaning & Related Services	25	2	10	8	5	5	0
FARMING, FISHERY, FORESTRY, & RELATED WORK							
404 Fruit & Nut Farming	29	4	15	0	24	7	17
PROCESSING							
556 Casting & Molding	128	73	21	18	17	35	6

Source: ESARS Table 96 Report No. Ma5-62
1/ Occupational Group with at least 20 Registered Applicants in the Active File
2/ N.E.C.--Not elsewhere classified

Source: ESANS Table 96 Report No. Ma5-62
1/ Occupational Group with at least 20 Registered Applicants in the Active File
2/ N.E.C.--Not elsewhere classified

Table 13

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY
OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS
AND UNFILED OPENINGS

FITCHBURG - LEOMINSTER
DECEMBER 1975

SELECTED OCCUPATIONAL GROUP 1/	APPLICANT CHARACTERISTICS						
	ALL	FEMALE	AGE		VETERAN	MINORITY	UNFILED OPENINGS
			UNDER 22	45 AND OVER			
MACHINE TRADES							
609 Metal Machining, N.E.C.2/	21	7	2	3	6	3	4
620 Motorized Vehicle & Engineering, Equipment Repairing	27	0	6	2	7	0	1
BENCH WORK							
726 Assembly & Repair of Electronic Components & Access. N.E.C.2/	23	16	2	2	5	2	0
739 Fabrication & Repair of Products Made From Assorted Materials	44	43	10	7	0	2	5
737 Machine Sewing, Nongarment	22	20	2	6	1	1	0
STRUCTURAL WORK							
660 Carpentry & Related Work	49	0	9	11	18	1	0
669 Miscellaneous Construction Work, N.E.C. 2/	36	0	12	1	14	2	0
MISCELLANEOUS WORK							
904 Trailer-Truck Driving	22	0	1	5	17	1	0
906 Light Truck Driving	22	1	4	3	10	2	0
920 Packaging	90	70	29	12	6	6	1
922 Materials Moving & Storing, N.E.C.2/	32	0	15	3	11	5	0
929 Packaging & Materials Handling	154	9	68	6	30	21	2

Source: ES&S Table 96 Report No. Ma5-62
1/ Occupational Group with at least 20 Registered Applicants in the Active File
2/ N.E.C.--Not elsewhere classified

Source: ESAS Table 96 Report No. Ma5-62

1/ Occupational Group with at least 20 Registered Applicants in the Active File

2/ N.E.C.--Not elsewhere classified



A P P E N D I X

Table 14

Characteristics of Population and Labor Force
Fitchburg-Leominster SMSA

	1970*		1977#	
	Number	Percent	Number	Percent
<u>Total Population</u>	<u>97,267</u>	<u>100.0</u>	<u>103,076</u>	<u>100.0</u>
Male Population	46,409	47.7	48,901	47.4
Female Population	50,858	52.3	54,175	52.6
White Population	96,235	98.9	101,638	98.6
Non-White Population	1,032	1.1	1,438	1.4
<u>Total Labor Force</u>	<u>42,059</u>	<u>100.0</u>	<u>48,916</u>	<u>100.0</u>
Male Labor Force	25,393	60.4	28,472	58.2
Female Labor Force	16,666	39.6	20,444	41.8
White Labor Force	41,638	99.0	48,250	98.6
Non-White Labor Force	421	1.0	666	1.4
<u>Total Employment</u>	<u>40,334</u>	<u>100.0</u>	<u>44,122</u>	<u>100.0</u>
Male Employment	24,545	60.9	26,556	60.2
Female Employment	15,789	39.1	17,836	40.4
White Employment	39,929	99.0	43,538	98.7
Non-White Employment	405	1.0	584	1.3
<u>Total Unemployment</u>	<u>1,725</u>	<u>100.0</u>	<u>4,794</u>	<u>100.0</u>
Male Unemployment	848	49.2	2,186	45.6
Female Unemployment	877	50.8	2,608	54.4
White Unemployment	1,709	99.1	4,712	98.2
Non-White Unemployment	16	0.9	82	1.7

* 1970 United States Census

Massachusetts DES Estimates

Table 15
 Characteristics of the Unemployed
 Projected Fiscal Year 1977 Average
 Fitchburg-Leominster SMSA

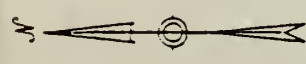
Category	Number Unemployed	Unemployment Rate
White Male	2,133	7.6
White Female	2,579	12.8
Non-White Male	53	13.2
Non-White Female	29	11.0
Total Unemployed	4,794	xx
Female	2,608	12.8
Black	NA	NA
Other	NA	NA
Spanish	NA	NA
Vietnam Era Veteran	290	xx
NA - Not available		

Table 16

PREPARED BY: RESEARCH & INFORMATION SERVICE
MASSACHUSETTS DIVISION OF
EMPLOYMENT SECURITY

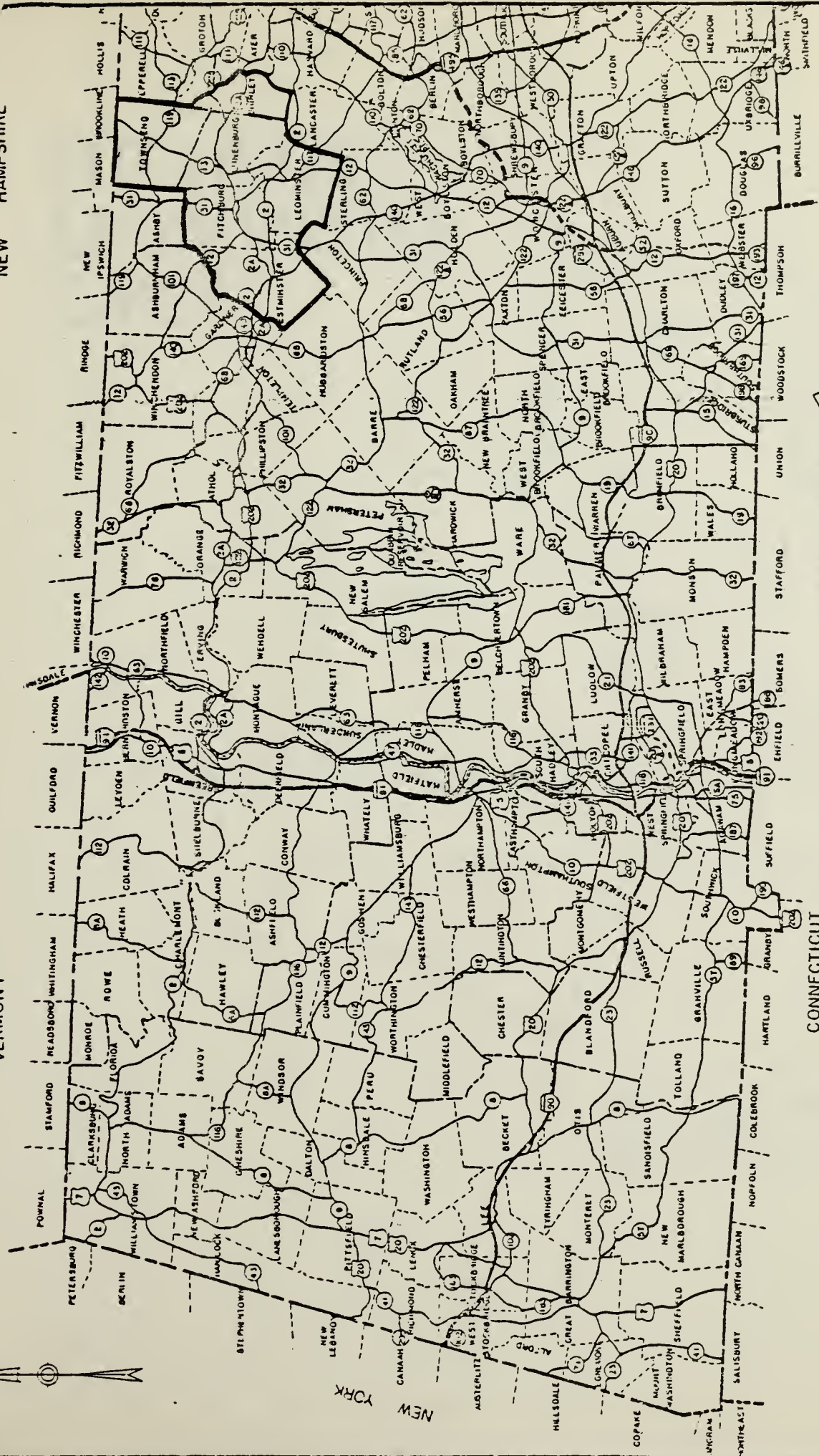
FITCHBURG-LEOMINSTER LABOR AREA

	1970												ANN AVG
	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	
EMPLOY	39100	38300	37800	39600	39500	39500	37000	37100	38400	39200	38800	38500	38600
UNEMPLOY	1900	2000	2000	1800	2000	2700	2700	2500	2400	2100	2400	2600	2300
LABOR FORCE	41000	40300	39800	41400	41500	42200	39700	39600	40800	41300	41200	41100	40900
UNEMP RATE	4.6	5.0	5.0	4.3	4.8	6.4	6.8	6.3	5.9	5.1	5.8	6.3	5.6
1971													
EMPLOY	37400	46500	37700	38200	38000	38200	36500	36800	37900	38800	39300	39200	38700
UNEMPLOY	3100	3200	3100	3000	3500	4300	4100	3600	3000	2700	3200	3700	3400
LABOR FORCE	40500	49700	40800	41200	41500	42500	40600	40400	40900	41500	42500	42900	42100
UNEMP RATE	7.7	6.4	7.6	7.3	8.4	10.1	10.1	8.9	7.3	6.5	7.5	8.6	8.1
1972													
EMPLOY	38100	38200	38800	39600	39100	40300	39400	39700	40400	40800	40500	40700	39600
UNEMPLOY	3400	3700	3700	3500	2800	3200	3300	2900	2400	2200	2500	2900	3000
LABOR FORCE	41500	41900	42500	43100	41900	43500	42700	42600	42800	43000	43000	43600	42600
UNEMP RATE	8.2	8.8	8.7	8.1	6.7	7.4	7.7	6.8	5.6	5.1	5.8	6.7	7.0
1973													
EMPLOY	40800	40900	41400	41800	42300	42700	41500	41700	43000	43200	43000	42900	42100
UNEMPLOY	3300	3200	3100	2700	2400	2000	3200	2700	2600	2500	2500	3000	2800
LABOR FORCE	44100	44100	44500	44500	44700	45500	44700	44400	45600	45700	45500	45900	44900
UNEMP RATE	7.5	7.3	7.0	6.1	5.4	6.2	7.2	6.1	5.7	5.5	5.5	6.5	6.2
1974													
EMPLOY	43100	43100	42700	43100	43600	43700	42200	42200	42700	42400	41700	41600	42700
UNEMPLOY	3700	3600	3400	3200	2800	3400	3900	3400	3500	3500	4100	4900	3600
LABOR FORCE	46800	46700	46100	46300	46400	47100	46100	45600	46200	45900	45300	46500	46300
UNEMP RATE	7.9	7.7	7.4	6.9	6.0	7.2	8.5	7.5	7.6	7.6	9.0	10.5	7.8
1975													
EMPLOY	41400	40800	40900	41200	41700	42100	41300	41800	42000	42200	42100	41700	41600
UNEMPLOY	5900	6700	6700	6300	6800	7500	7700	6500	6100	6000	5900	5800	6500
LABOR FORCE	47300	47500	47600	47500	48500	49600	49000	48300	48100	48200	48000	47500	48100
UNEMP RATE	12.5	14.1	14.1	13.3	14.0	15.1	15.7	13.5	12.7	12.4	12.3	12.2	13.5



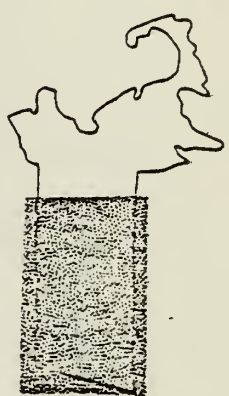
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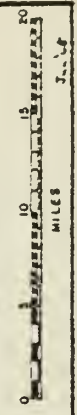


LEGEND

- INTERSTATE
- U.S. ROUTES
- STATE HIGHWAYS
- PROPOSED HIGHWAYS



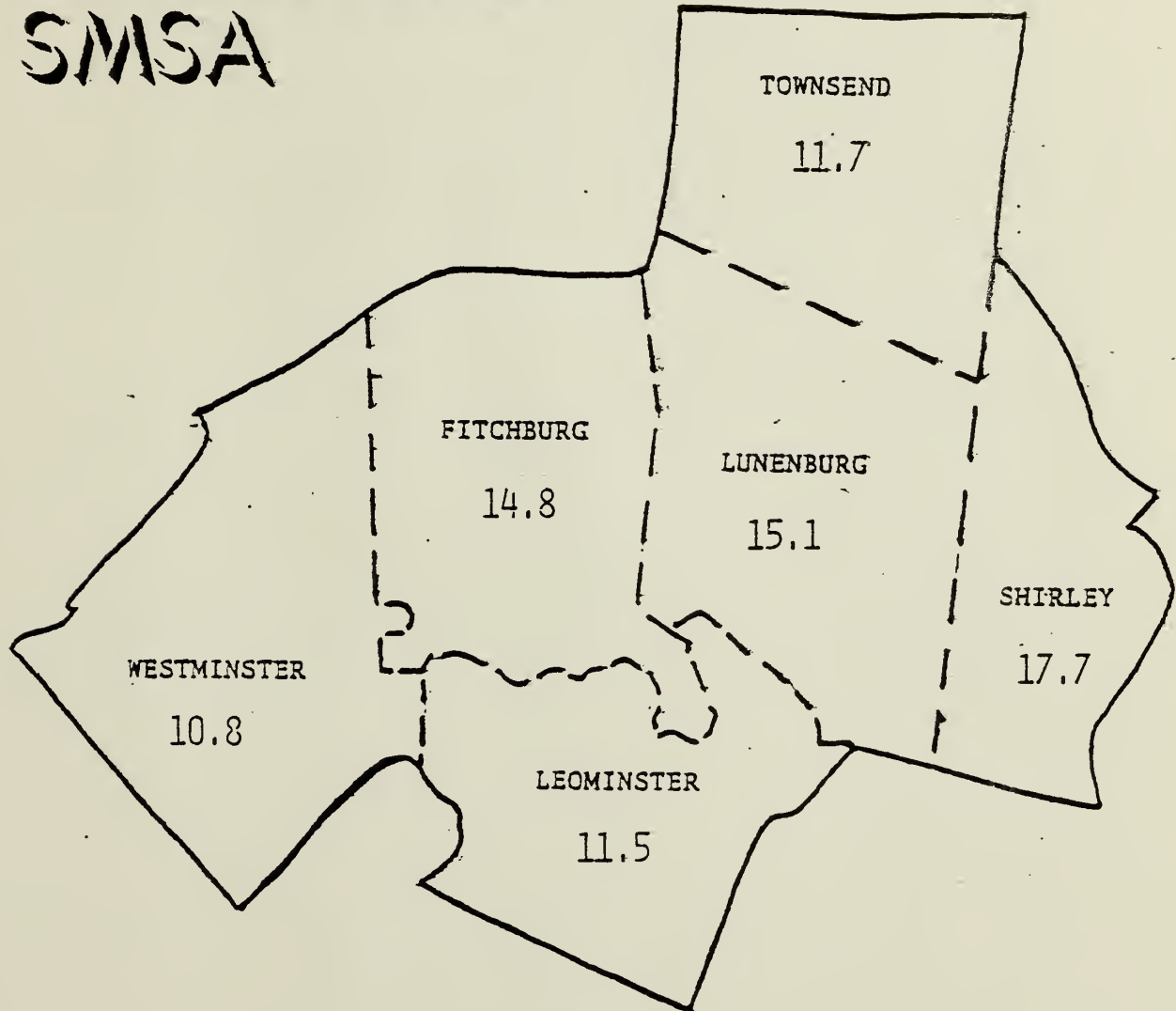
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WESTERN and CENTRAL MASSACHUSETTS

DEPARTMENT OF COMMERCE AND DEVELOPMENT
DIVISION OF PLANNING

FITCHBURG - LEOMINSTER SMSA



UNEMPLOYMENT RATES
CITY & TOWN
ANNUAL AVERAGES
FOR 1975

ANNUAL PLANNING REPORT FISCAL YEAR 1978

OF EMPLOYMENT SECURITY JOHN D. CROSIER DIRECTOR

MASSACHUSETTS DIVISION

AFFILIATED WITH EMPLOYMENT AND TRAINING ADMINISTRATION U.S. DEPARTMENT OF LABOR

FITCHBURG—
LEOMINSTER

SMSA

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SERVICE



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ANNUAL PLANNING REPORT

FISCAL YEAR 1978

STANDARD METROPOLITAN STATISTICAL AREA

FITCHBURG-LEOMINSTER, MASSACHUSETTS

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I. Highlights and Conclusions

The recent recession experienced by the nation and the state was also strongly felt in the Fitchburg-Leominster SMSA in late 1974 through late 1976. It resulted in very high unemployment from which the area is still recovering.

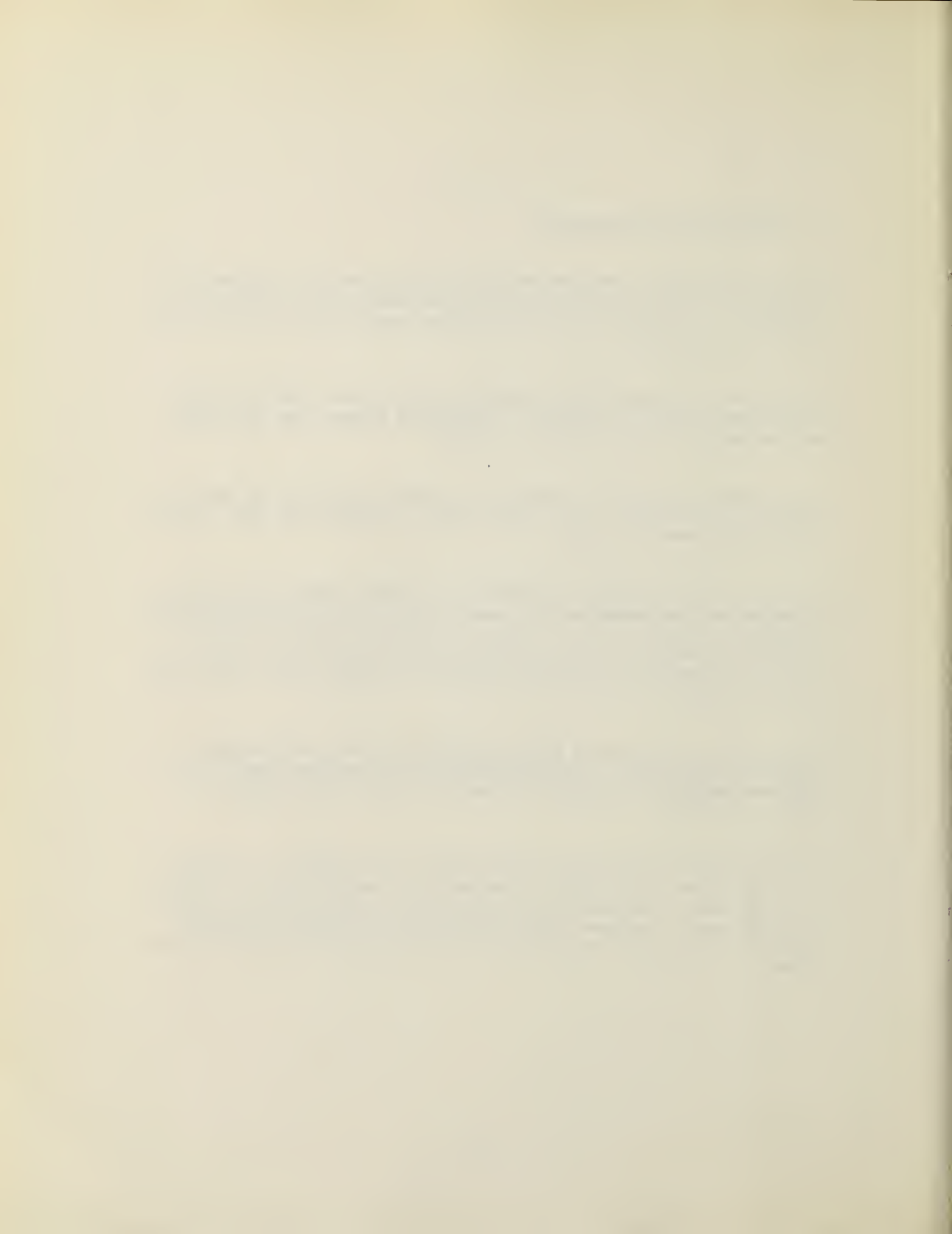
The projected population of the SMSA in fiscal year 1978 is 103,918. This figure is close to 6,650 or 6.8 percent higher than the 97,267 persons counted in the 1970 U. S. Census.

It is expected that 50.8 percent of the females 16 years of age and older will participate in the labor force in fiscal year 1978 compared to the 46.0 percent in 1970.

Nonmanufacturing employment suffered a temporary decline during the recession but has recovered all losses since then and is still growing. Manufacturing employment was even more serverely affected by the recession, especially in the nondurable goods sector. This sector is still in the process of recovery, while the durable goods sector has recovered fully.

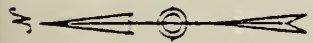
Even though more jobs have become available in most occupational categories during 1976, the improvements in the economy were not of sufficient magnitude to absorb the larger number of job applicants during that year.

The unemployment rate during 1976 averaged 10.4 percent. It peaked at 13.1 percent in February and reached its lowest level in November at 7.9 percent. This decline in unemployment paralleled the decline in unemployment insurance claims filed in the Fitchburg employment office. The projected unemployment rate for fiscal year 1978 is 8.0 percent.



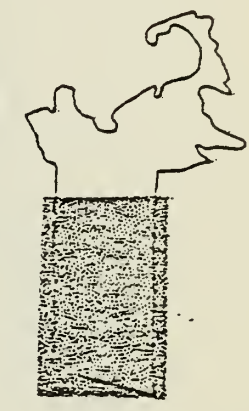
Most of the persons who will require employment and training services provided by the Division of Employment Security during fiscal year 1978 will be classified as disadvantaged. However, a considerable number of persons not in that category who were displaced by the recession will need help also. Barriers to employment faced by the disadvantaged jobseeker include: Inadequate or obsolete skills, low educational levels, lack of inexpensive public transportation and inadequate day-care facilities.



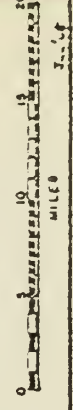


NEW HAMPSHIRE

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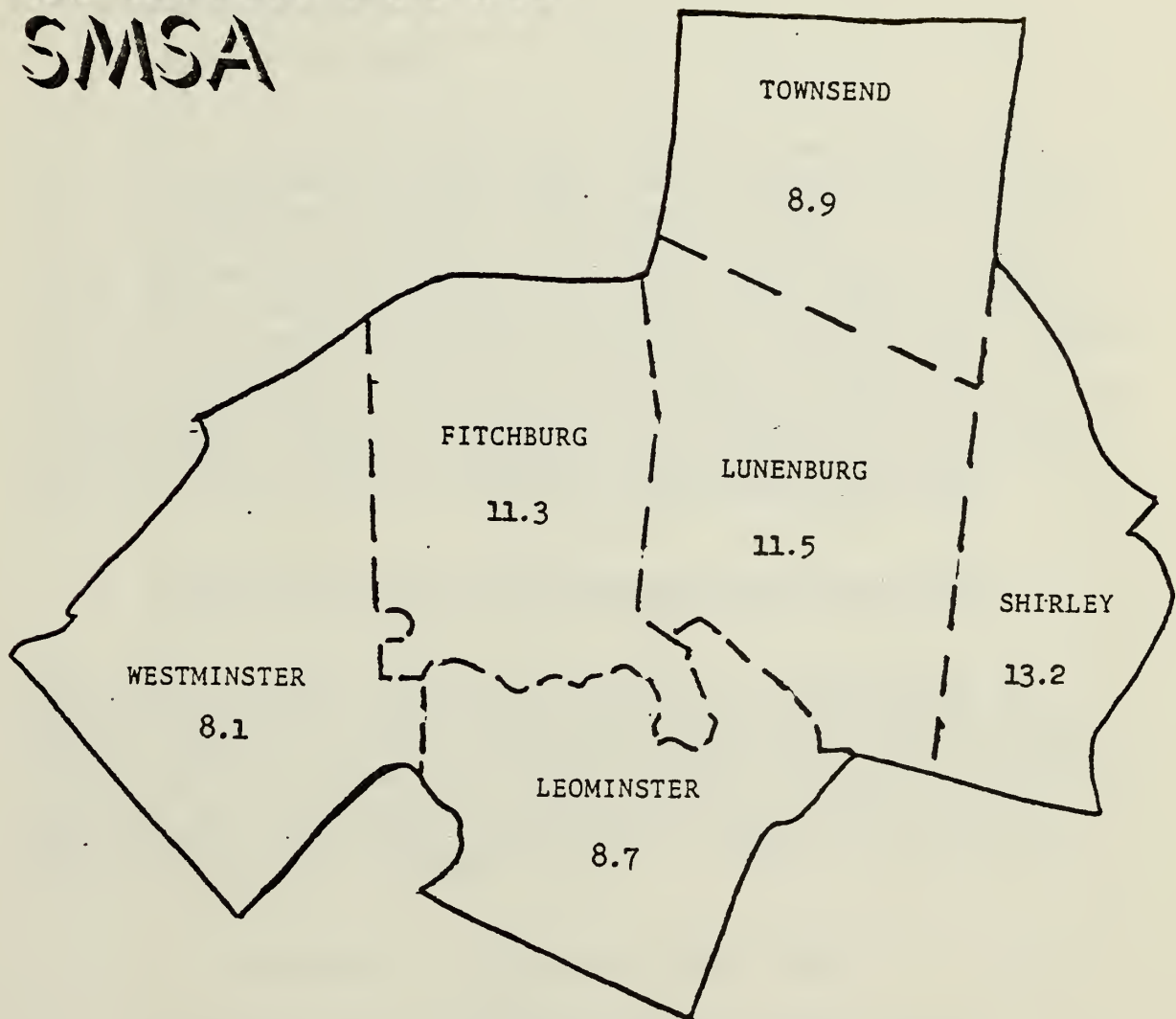


- LEGEND**
- INTERSTATE
 - U.S. ROUTES
 - STATE HIGHWAYS
 - PROPOSED HIGHWAYS

WESTERN and CENTRAL MASSACHUSETTS

DEPARTMENT OF COMMERCE AND DEVELOPMENT
DIVISION OF PLANNING

FITCHBURG - LEOMINSTER SMSA



UNEMPLOYMENT RATES
CITY & TOWN
ANNUAL AVERAGES
For 1976

II. Description of Area

a. Definition of Area

The Standard Metropolitan Statistical Area was established by the Office of Management and Budget (OMB). The Fitchburg-Leominster SMSA consists of the central cities of Fitchburg and Leominster and the towns of Lunenburg, Westminster, Shirley and Townsend. It is part of the Nashua River Drainage Basin with two principal streams running through it, the Nashua and Squanacook Rivers. The SMSA is an economic unit including parts of Middlesex and Worcester Counties where commuter patterns are such that jobs can be freely changed within the area without changing place of residence. The area is bordered on the north by Ashburnham, Ashby and the state of New Hampshire, on the east by Pepperell, Groton, Ayer and Harvard, on the south by Lancaster and Sterling and on the west by Princeton, Hubbardston and Gardner.

b. Population and Labor Force Characteristics and Trends

According to the 1970 Census, the population of the SMSA grew at a slower pace than that of both the state and the nation during the 1960/1970 period. The city of Fitchburg's population remained stable over the decade with growth of only 0.7 percent. Leominster, however, registered 17.9 percent growth over the same time period. Of the remaining towns in the SMSA, Shirley was the only one to decrease in population during the 1960/1970 period.

Population of Fitchburg-Leominster SMSA*

Table 1

	1975	1970	Change	Percent
Fitchburg-Leominster SMSA	97,201	97,164	+ 37	+ 0.04
Fitchburg	38,976	43,343	-4,367	-10.1
Leominster	35,493	32,939	+2,554	+ 7.8
Shirley	4,844	4,909	- 65	- 1.3
Townsend	5,167	4,281	+ 886	+20.7
Westminster	4,533	4,273	+ 260	+ 6.1
Lunenburg	8,188	7,419	+ 769	+10.4

Source: U. S. Department of Commerce, Bureau of the Census

According to 1975 estimates of population, the city of Fitchburg had 38,976 residents, down 4,367 or 10.1 percent from the 1970 figure. The only other loss since 1970 occurred in the town of Shirley which had - 65, or 1.3 percent, fewer residents to reach a total of 4,844 in 1975. Gains in the four others municipalities between 1970 and 1978 offset these losses causing a net gain of 37 in the population of the SMSA.

c. Racial and Ethnic Characteristics

In 1970 the population of the SMSA was 98.9 percent white, 1.1 percent non-white. The racial mix of the area has been changing slightly since that time, and by fiscal year 1978, the white population of the area will total 102,515 or 98.6 percent and the non-white population will total 1,403 persons or 1.4 percent. In 1970 women accounted for 39.6 percent of the labor force, but their participation will continue to grow and projections indicate that by 1978 they will account for 42.3 percent of the total labor force. As Table 3 shows, their projected unemployment rate will be 9.4 percent in fiscal year 1978.

d. Age and Sex Distribution

Tables 4, 5. and 6 are breakouts of the population and labor force by age and sex respectively for fiscal year 1978.

Table 2

Population Change in the Nation, the State
The Fitchburg-Leominster SMSA and the
Cities and Towns in the Area

	Population		1960-1970	
	1960	1970	Number	Percent Change
United States	179,323,175	200,363,721	+21,040,546	+11.7
Massachusetts	5,149,317	5,689,170	+ 539,853	+10.5
The SMSA	90,158	97,267	+ 7,006	+ 7.8
In Central Cities	70,950	76,282	+ 5,332	+ 7.5
Fitchburg	43,021	43,343	+ 322	+ 0.7
Leominster	27,929	32,939	+ 5,010	+17.9
Outside Central Cities	19,208	20,882	+ 1,674	+ 8.7
The Area is Defined as Follows:				
Middlesex County (Part)	8,852	9,190	+ 338	+ 3.8
Shirley-Town	5,202	4,909	- 293	- 5.6
Townsend-Town	3,650	4,281	+ 631	+17.2
Worcester County (Part)	81,306	87,974	+ 6,668	+ 8.2
Fitchburg-City	43,021	43,343	+ 322	+ 0.7
Leominster-City	27,929	32,939	+ 5,010	+17.9
Lunenburg-Town	6,334	7,419	+ 1,085	+17.1
Westminster-Town	4,022	4,273	+ 251	+ 6.2

Source: 1960 and 1970 United States Census

Table 3

Population And Labor Force Composition Projections
Fiscal Year 1978

	Population	Labor Force	Employ	Unemploy	Unemploy Rate	Labor Force Participation Rate
Total	103,918	48,244	44,384	3,860	8.0	64.4
White Male	48,838	27,471	25,559	1,912	7.0	80.1
0 - 15	14,535	-	-	-	-	-
16 - 17	1,814	1,390	1,279	111	8.0	76.6
18 - 19	2,140	1,586	1,456	130	8.2	74.1
20 - 24	4,600	4,156	3,614	542	13.0	90.4
25 - 34	6,754	6,361	5,891	470	7.4	94.2
35 - 44	4,666	4,394	4,258	136	3.1	94.2
45 - 64	10,183	8,705	8,237	468	5.4	85.5
65 +	4,146	879	824	55	6.3	21.2
White Female	53,677	20,198	18,303	1,895	9.4	50.9
0 - 15	13,980	-	-	-	-	-
16 - 17	2,084	1,451	1,283	168	11.6	69.6
18 - 19	2,034	1,384	1,256	128	9.2	68.0
20 - 24	4,733	2,960	2,650	310	10.5	62.5
25 - 34	7,810	4,093	3,723	370	9.0	52.4
35 - 44	4,872	2,965	2,710	255	8.6	60.9
45 - 64	11,496	6,435	5,851	584	9.1	56.0
65 +	6,668	910	830	80	8.8	13.7
Nonwhite Male	758	378	341	37	9.8	74.9
0 - 15	253	-	-	-	-	-
16 - 17	51	21	NA	NA	NA	41.2
18 - 19	37	19	NA	NA	NA	51.4
20 - 24	73	61	NA	NA	NA	83.6
25 - 34	108	102	NA	NA	NA	94.4
35 - 44	67	57	NA	NA	NA	85.1
45 - 64	144	118	NA	NA	NA	81.9
65 +	25	0	NA	NA	NA	0
Nonwhite Female	645	197	181	16	8.0	44.8
0 - 15	205	-	-	-	-	-
(16 - 17						
(18 - 19	72	28	NA	NA	NA	38.9
20 - 24	46	14	NA	NA	NA	30.4
25 - 34	141	70	NA	NA	NA	49.7
35 - 44	63	55	NA	NA	NA	87.3
45 - 64	74	22	NA	NA	NA	29.7
65 +	44	8	NA	NA	NA	18.2

Note: NA - Not Available

Table 4

Characteristics of the Population
Projected Fiscal Year 1978 Average

Age	Male		Female	
	White	Nonwhite	White	Nonwhite
Total	48,838	758	53,677	645
0 - 14	13,290	253	12,912	205
16 - 19	5,199	88	5,186	72
20 - 24	4,600	73	4,733	46
25 - 34	6,754	108	7,810	141
35 - 44	4,666	67	4,872	63
45 - 64	10,183	144	11,496	74
65 +	4,146	25	6,668	44

Total Population	103,918
Female	54,322
Black	810
Other	333
Spanish	935

Table 5

Characteristics of the Labor Force

Projected Fiscal Year 1978 Average

Age	Male		Female	
	White	Nonwhite	White	Nonwhite
Total	27,471	378	20,198	197
16 - 19	2,976	40	2,835	28
20 - 24	4,156	61	2,960	14
25 - 34	6,361	102	4,093	70
35 - 44	4,394	57	2,965	55
45 - 64	8,705	118	6,435	22
65 +	879	0	910	8

Total Labor Force	48,244
Female	20,395
Black	449
Other	207
Spanish	357

Table 6

Characteristics of Population and Labor Force
Fitchburg-Leominster SMSA

	1970*		1978#	
	Number	Percent	Number	Percent
<u>Total Population</u>	<u>97,267</u>	<u>100.0</u>	<u>103,918</u>	<u>100.0</u>
Male Population	46,409	47.7	49,596	47.7
Female Population	50,858	52.3	54,322	52.3
White Population	96,235	98.9	102,515	98.7
Nonwhite Population	1,032	1.1	1,403	1.4
<u>Total Labor Force</u>	<u>42,059</u>	<u>100.0</u>	<u>48,244</u>	<u>100.0</u>
Male Labor Force	25,393	60.4	27,849	57.7
Female Labor Force	16,666	39.6	20,395	42.3
White Labor Force	41,638	99.0	47,669	98.8
Nonwhite Labor Force	421	1.0	575	1.2
<u>Total Employment</u>	<u>40,334</u>	<u>100.0</u>	<u>44,384</u>	<u>100.0</u>
Male Employment	24,545	60.9	25,900	58.4
Female Employment	15,789	39.1	18,484	41.6
White Employment	39,929	99.0	43,862	98.8
Nonwhite Employment	405	1.0	532	1.2
<u>Total Unemployment</u>	<u>1,725</u>	<u>100.0</u>	<u>3,860</u>	<u>100.0</u>
Male Unemployment	848	49.2	1,949	50.5
Female Unemployment	877	50.8	1,911	49.5
White Unemployment	1,709	99.1	3,807	98.6
Nonwhite Unemployment	16	0.9	53	1.1

* 1970 United States Census

Massachusetts DES Estimates

III. Employment Developments and Outlook by Industry

Nonagricultural employment in the Fitchburg-Leominster SMSA increased by 720 workers since 1975 to reach a 1976 total of 36,720 (see Table 7). There is a cyclical pattern to employment in this SMSA. Employment had reached high levels during 1968 and 1969 followed by a downward trend in 1969 through 1971 and then from 1972 to 1974 the economy grew each year. In late 1974, there was a recessionary decline in the economy that lasted until the early months of 1976 (see Figure 1). The recession had been expected to bottom out in early 1975 or soon thereafter, but the recovery did not take place until early spring of 1976. In 1976, the SMSA's economy improved but at a slow rate. Nonfarm employment had increased until the normal seasonal June-July decline, after which it started to improve again until the normal seasonal decline in the November-December period.

Nonmanufacturing industry employment increased by 430 over its 1975 annual average. On a month-to-month basis in 1976, employment in nonmanufacturing industries increased steadily without great fluctuations. The service and wholesale and retail trade industries had gains in employment. The construction industry showed an improvement in the first 3 quarters of 1976 before the typical seasonal slump in the fall of 1976.

The manufacturing sector had an increase of 290 workers over the year to bring its annual average to 16,850 in 1976. In 1976, durable goods industries had an overall employment decline reducing its total by 130, to 6,770. The furniture industry posted the only gain (+30) in this segment. The nondurable goods subsector had a more-than-compensating gain of 420 workers to bring its 1976 average to 10,080 persons. In the nondurable good subsector, the rubber and plastics industry recorded most of the employment gain in 1976 (+230) to bring its total to 4,660. There were small gains in several other nondurable goods industries with the exception of paper and miscellaneous manufacturing which had small losses of 40 and 30 respectively. Overall gains in soft goods payroll would have been larger if it were not for a labor-management dispute at the Borden Chemical Company which involved 150 workers for a 4 month period, from October 1976 to January 1977.

The manufacturing base in the Fitchburg-Leominster SMSA in December 1976, as a proportion of nonfarm employment, was 45.8 percent. This percentage is larger than that in all other major labor market areas (see Table 8) and the state as a whole. Durable goods dropped to 40 percent of manufacturing in 1976, approximately 1.5 percentage points below the 1975 percentage. Employment in durable goods edged upwards from under 6,000 in 1970 to the 6,770 workers in 1976. Nondurable goods proceeded downwards, from over 12,000 plus in 1970 to under 10,000 in 1976. It is expected that these trends will continue into the future. Table 10 shows projections from 1974 to 1985. These projections are Division of Employment Security estimates of nonagricultural employment by industry. Adjustments are made, however, for dual job holders and unpaid absences and include persons normally classified under all other nonagricultural employment. Employment in fabricated metals and nonelectrical machinery, the leading durable goods industries, will increase moderately.

The expected gains in nondurable goods employment by 1985 will be in rubber and plastics (+12.9 percent), chemicals (+11.8 percent), and the "other nondurable goods" industries (+14.1 percent). The expected declines in nondurable goods will be mostly in leather and apparel industries (30.7 and 22.9 percent respectively). Miscellaneous manufacturing will decline by 21.4 percent, textiles by 11.9 percent and paper by 10.6 percent.

A positive note in the economy of the area is the decision not to shutdown Fort Devens which employs approximately 3,000 persons of which it is estimated that 2,000 are from the Fitchburg-Leominster SMSA. Besides maintaining resident employment levels, it has bolstered the confidence of local businessmen that provide goods and services for the army base. Another positive omen is the expansion of Digital Equipment in Westminster and other locations within commuting distance of area residents. The fabricated metals industry and the nonelectrical machinery equipment industry have stable employment in the present, but they will grow moderately in late 1977 and during 1978.

On a pessimistic note, several plants in the Fitchburg-Leominster SMSA and adjoining areas are shutting down. A plastics plant which employs approximately 250 workers is being offered for sale. Other plastics firms, previously owned by local residents but now owned by large conglomerates, have expanded their facilities in other parts of the United States and in foreign countries while reducing local payrolls. A very large printing company outside the SMSA but formerly employing many area residents, is in the process of closing. The firm employed up to 1,200 in 1975, was down to 650 in April, 1977, and now employs only 50 workers. In the light of these development, the outlook for employment in the plastics and printing industry is uncertain.

Graph 1

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT
FITCHBURG-LEOMINSTER SMSA 1975 BENCHMARK

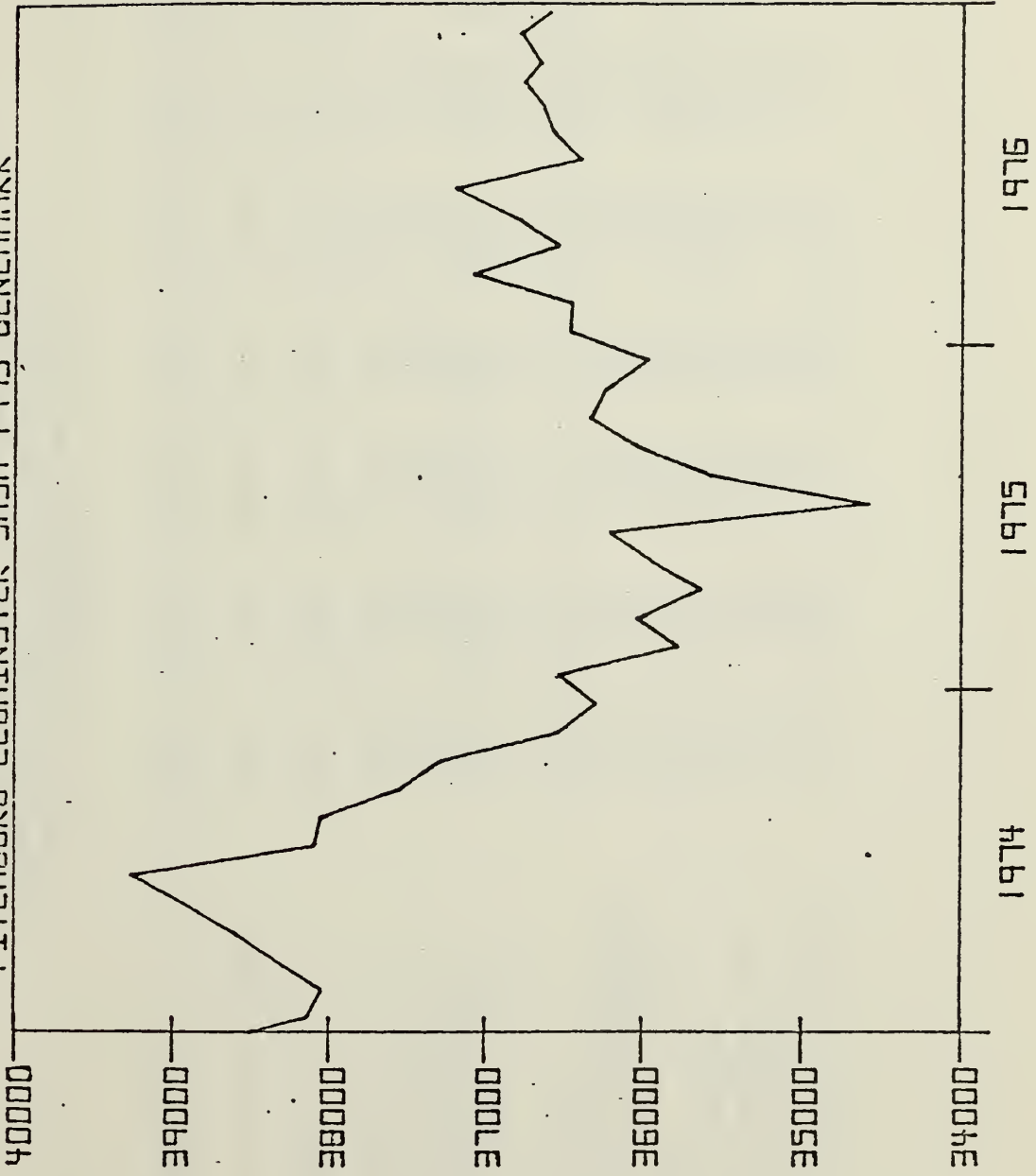


Table 7

Fitchburg-Leominster, Massachusetts SMSA
Nonagricultural Wage and Salary Employment by
Major Industry Divisions and Groups
1968-1976

Industries	1968	1969	1970	1971	1972	1973	1974	1975	1976
Nonagricultural Wage and Salary	34,980	35,860	34,620	34,610	35,110	38,090	37,780	36,000	36,720
1. Manufacturing	18,130	18,220	16,930	16,700	16,890	18,530	18,260	16,560	16,850
Durable Goods	6,080	6,000	5,760	6,210	6,320	7,010	7,190	6,900	6,770
Furniture and Fixtures	550	530	490	510	520	570	560	530	560
Fabricated Metals	2,490	2,290	1,980	1,880	1,990	2,140	2,010	1,850	1,790
Machinery (exc. elec.)	2,120	2,000	2,200	2,630	2,800	3,080	3,320	3,680	3,610
Other Durable Goods 1/	920	1,180	1,090	1,190	1,010	1,220	1,300	840	810
Nondurable Goods	12,050	12,220	11,170	10,490	10,570	11,520	11,070	9,660	10,080
Textile Mill Products	810	750	610	650	630	730	650	510	580
Apparel & Allied Products	1,380	1,370	1,350	1,030	830	850	870	760	800
Paper & Allied Products	2,430	2,410	2,170	1,930	1,940	2,300	2,380	1,780	1,740
Chemicals	1,050	1,120	810	570	510	620	650	570	630
Rubber & Plastics	4,670	4,850	4,610	4,560	4,980	5,330	4,900	4,430	4,660
Leather & Leather Prods.	490	460	440	440	450	460	420	430	460
Miscellaneous Mfg.	650	650	540	690	590	560	530	500	460
Other Nondurable Goods 2/	570	610	640	620	640	670	670	680	750

Table 7 (cont.)

Fitchburg-Leominster, Massachusetts SMSA
Nonagricultural Wage and Salary Employment by
Major Industry Divisions and Groups
1968-1976

Industries	1968	1969	1970	1971	1972	1973	1974	1975	1976
2. Nonmanufacturing - Total	16,850	17,040	17,690	17,910	18,220	19,560	19,520	19,440	19,870
Contract Construction	1,350	1,380	1,470	1,390	1,470	1,640	1,200	1,030	990
Transportation, Communication, Utilities	1,200	1,260	1,280	1,280	1,330	1,420	1,400	1,450	1,620
Wholesale & Retail Trade	6,830	7,020	7,310	7,380	7,490	8,130	8,340	8,230	8,330
Finance, Insurance, Real Estate	690	730	840	1,030	1,120	1,220	1,200	1,220	1,240
Service, Misc., Mining	4,180	4,070	4,210	4,250	4,230	4,570	4,800	4,930	5,100
Government	2,600	2,580	2,580	2,580	2,580	2,580	2,580	2,580	2,590
(Federal)	(400)	(380)	(380)	(380)	(380)	(380)	(380)	(380)	(380)
(State & Local)	(2,200)	(2,200)	(2,200)	(2,200)	(2,200)	(2,200)	(2,200)	(2,200)	(2,210)
Persons involved in labor disputes	70	50	70	20	250	10	170	25	

1/ Includes SIC: 19,24,32,33,36,37,38

2/ Includes SIC: 20,27

Source: Current Employment Series of the Massachusetts Division of Employment Security in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics as adjusted to Employment and Wage Data of the Massachusetts Division of Employment Security.

Graph 2

MANUFACTURING VS. NONMANUFACTURING
FITCHBURG-LEOMINSTER SMSA 1975 BENCHMARK

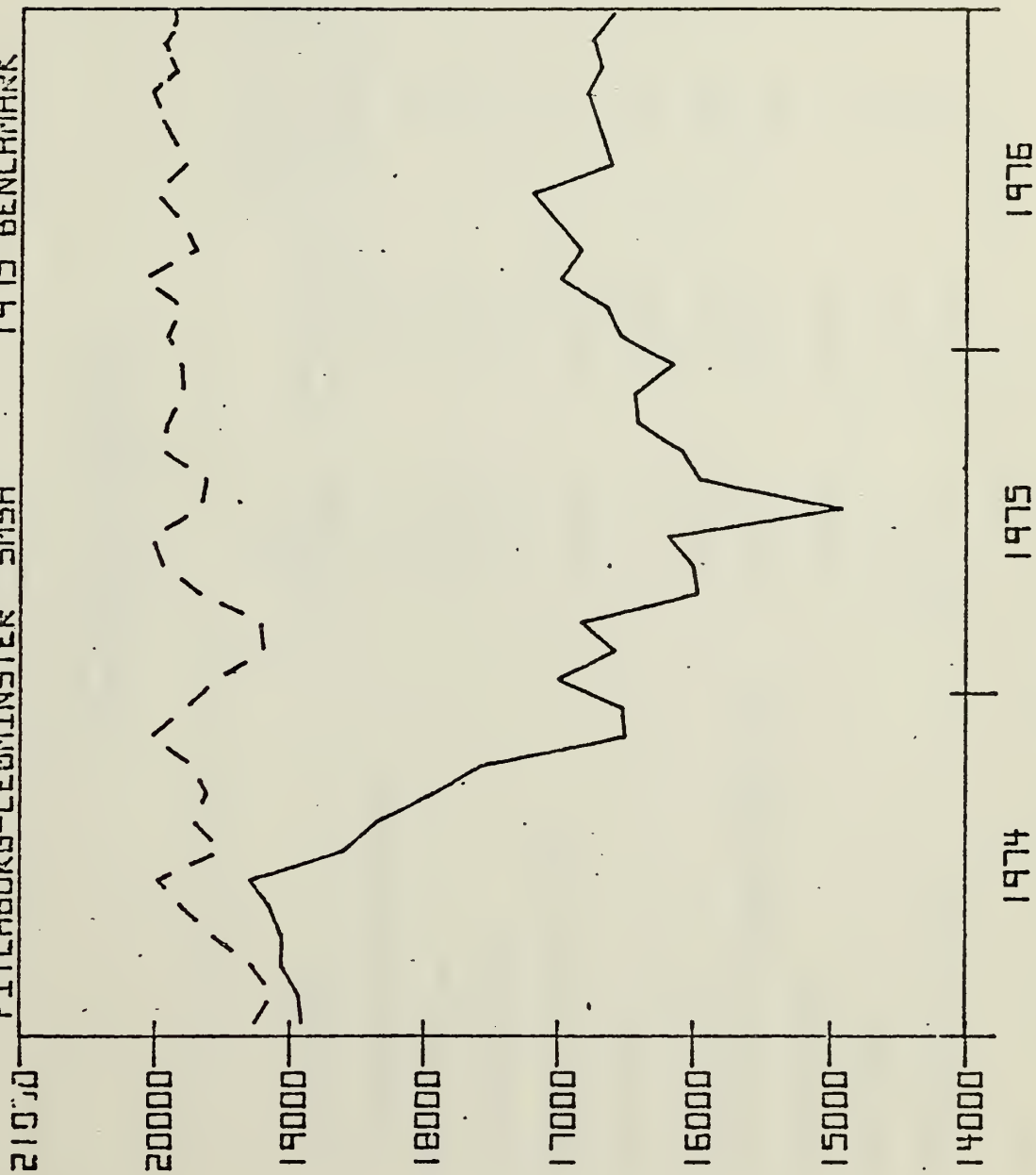


Table 8

Manufacturing as a Percent of
Nonagricultural Employment
December 1976

Area	Total Nonfarm Employment	Manufacturing Employment	Manufacturing as a Percent of Total Nonagricultural Employment
Fitchburg-Leominster SMSA	36,620	16,780	45.8
Fall River LMA	48,900	19,400	39.7
New Bedford LMA	58,600	24,500	41.8
Lawrence-Haverhill SMSA	92,500	35,200	38.1
Lowell LMA	61,600	20,900	33.9
Worcester LMA	146,500	42,700	29.2
Springfield- Chicopee-Holyoke LMA	214,700	62,800	29.3
Brockton SMSA	51,900	11,800	22.7
Boston SMSA	1,269,500	257,900	20.3
Massachusetts (State)	2,323,800	592,900	25.5

Source: Current Employment Series, Massachusetts Division Of
Employment Security, December, 1976.

Graph 3

NONAG WAGE AND SALARY-14'15 BENCHMARK-INDEX=1970
 FITCH-LEOMIN SMSA(SOLID), MASS(DASH), U.S. DOT

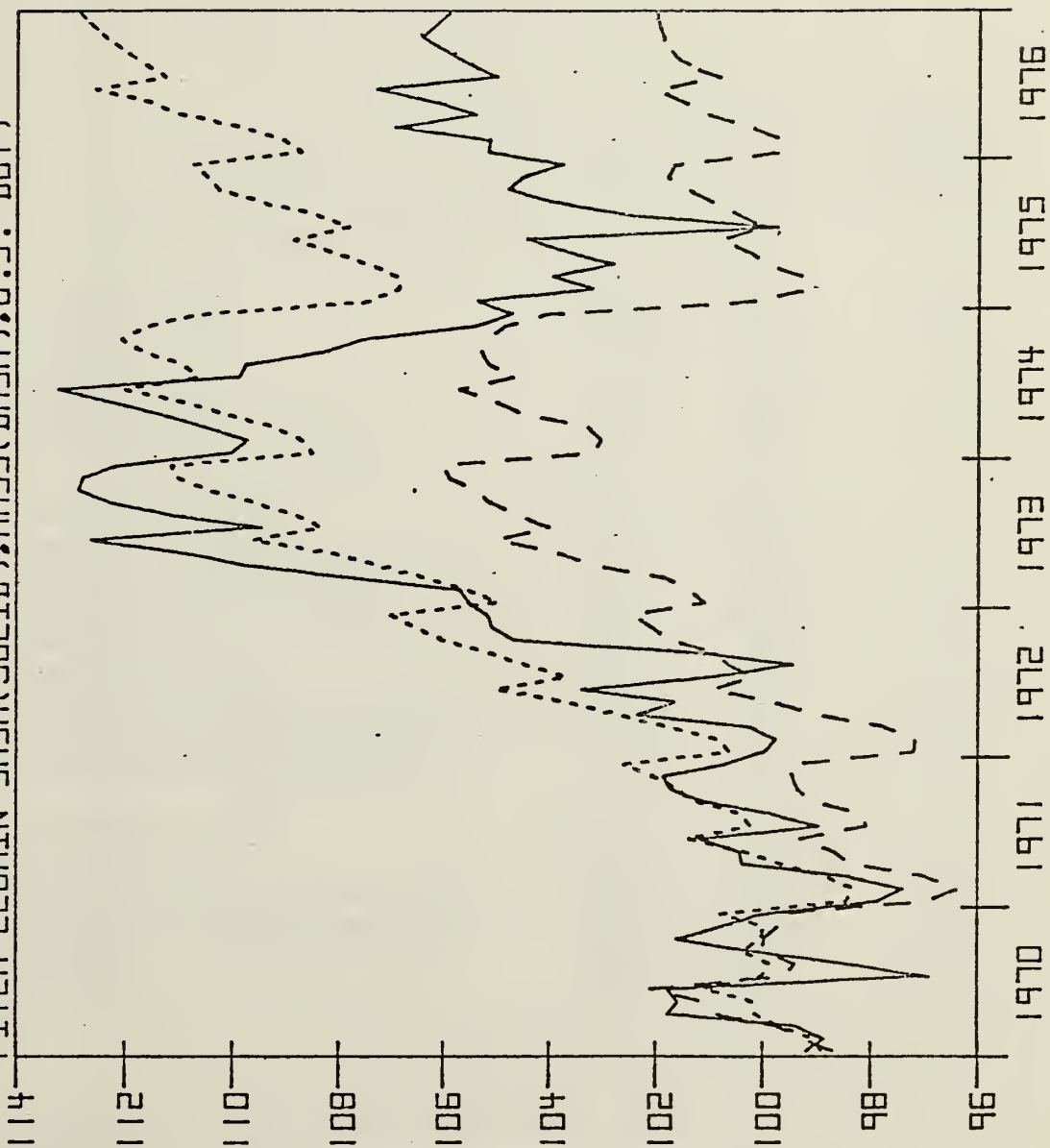


Table 9
Nonagricultural Employment Projections by Industry
Fitchburg - Leominster SMSA
1974 - 1978

SIC Code	Industry	1974	<u>3/</u> 1978	Percent Change 1974-1978
	Total Nonagricultural <u>5/</u>	39,940	41,329	+ 3.5
	Manufacturing	18,241	18,429	+ 1.0
	Durable Goods	7,288	7,482	+ 2.7
25	Furniture	573	573	0.0
34	Primary Metals	306	301	- 1.6
35	Machinery (exc. elec.)	3,738	3,898	+ 4.3
	Other Durable Goods <u>1/</u>	2,671	2,710	+ 1.5
	Nondurable Goods	10,953	10,947	- 0.1
22	Textile Mill Products	639	611	- 4.4
23	Apparel & Allied Products	861	789	- 8.4
26	Paper & Allied Products	2,340	2,250	- 3.8
28	Chemicals	637	667	+ 4.7
30	Rubber & Plastics	4,845	5,053	+ 4.3
31	Leather & Leather Products	417	370	-11.3
39	Miscellaneous Manufacturing	532	491	- 7.7
	Other Nondurable Goods <u>2/</u>	682	716	+ 5.0
	Nonmanufacturing	21,699	22,900	+ 5.5
15-17	Construction	1,879	1,992	+ 6.0
40-49	Trans., Comm., & Utilities <u>4/</u>	1,585	1,596	+ 0.7
50-59	Wholesale & Retail Trade	8,997	9,502	+ 5.6
60-69	Finance, Ins. & Real Estate	1,346	1,407	+ 4.5
70-89	Services	7,892	8,403	+ 6.5

1/ Includes SIC: 19, 24, 29, 32, 33, 36, 37, 38

2/ Includes SIC: 20, 27

3/ Massachusetts Division of Employment Security Estimates

4/ Does not include Railroad

5/ These figures are not comparable with published nonagricultural wage and salary employment totals because they are adjusted for dual job holders and unpaid absences and include all other nonagricultural employment.

Table 10
Nonagricultural Employment Projections by Industry
Fitchburg - Leominster SMSA
1974 - 1985

SIC Code	Industry	1974	<u>3/</u> 1985	Percent Change 1974-1985
	Total Nonagricultural <u>5/</u>	39,940	43,758	9.6
	Manufacturing	18,241	18,759	2.8
	Durable Goods	7,288	7,828	7.4
25	Furniture	573	574	0.2
34	Primary Metals	306	293	- 4.2
35	Machinery (exc. elec.)	3,738	4,177	11.7
	Other Durable Goods <u>1/</u>	2,671	2,784	4.2
	Nondurable Goods	10,953	10,931	- 0.2
22	Textile Mill Products	639	563	-11.9
23	Apparel & Allied Products	861	664	-22.9
26	Paper & Allied Products	2,340	2,093	-10.6
28	Chemicals	637	719	12.9
30	Rubber & Plastics	4,845	5,418	11.8
31	Leather & Leather Products	417	289	-30.7
39	Misc., Manufacturing	532	418	-21.4
	Other Nondurable Goods <u>2/</u>	682	778	14.1
	Nonmanufacturing	21,699	24,999	15.2
15-17	Construction	1,879	2,190	16.6
40-49	Trans. Comm. & Utilities <u>4/</u>	1,585	1,614	1.8
50-59	Whlse & Retail Trade	8,997	10,386	15.4
60-69	Finance, Ins. & Real Est.	1,346	1,513	12.4
70-89	Services	7,892	9,296	17.8

1/ Includes SIC: 19, 24, 29, 32, 33, 36, 37, 38

2/ Includes SIC: 20, 27

3/ Massachusetts Division of Employment Security Estimates

4/ Does not include Railroad

5/ These figures are not comparable with published nonagricultural wage and salary employment totals because they are adjusted for dual job holders and unpaid absences and include all other nonagricultural employment.

IV. Employment Outlook by Occupation

As shown in Table 11 the total number of openings in the Worcester Job Bank Area nearly tripled over the January-to-August period but then dropped to near the January level by December 1976. This resulted in a net increase of 99 openings in the January-to-December period.

During the January-to-August period when the total number of openings were increasing rapidly, major advances occurred in the professional technical and managerial category (52.3 percent), clerical and sales (19.6 percent), services (130.8 percent), machine trades (119.0 percent), bench work (208.7 percent), structural work (648.5 percent), and miscellaneous work, mostly packaging and material handling (46.9 percent).

By December 1976, however, openings in the professional, technical and managerial, clerical and saleswork, benchwork, and structural work categories dropped to below the January level. The largest increase in openings during 1976 occurred in the machine trades and service occupational groups.

Table 15 lists occupational projections to 1985. The projections are based on statewide industry employment trends between 1960 and 1974. The underlying assumptions are that future patterns will resemble past ones and that no major economic changes or upheaval will occur over the next ten years. These are estimates of changes in magnitude, not projections of number of openings. There will be a certain amount of additional vacancies in all categories due to attrition (retirements and deaths) regardless of whether the occupation is declining or expanding.

The net annual demand by occupation is the sum of the demand originating in industry growth and the demand generated for replacement of workers who leave the labor force because of death, retirement and other temporary separations from the labor force such as leaving by women during child bearing years. In the Fitchburg-Leominster SMSA net demand for jobs during the 1974-1985 period will be 2,080, resulting in a 9.1 percent change. Some 347 of these jobs will be due to growth while 1,733 will arise from separations. Taken by

(continue page 40)

Table 11

UNFILLED JOB OPENINGS LAST DAY EACH MONTH 1976
 WORCESTER, MASSACHUSETTS JOB BANK
 MAJOR OCCUPATIONAL CATEGORIES, DIVISIONS AND SELECTED OCCUPATIONAL GROUPS

OCCUPATIONAL GROUP	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.
<u>PROFESSIONAL, TECHNICAL, & MANAGERIAL WORK</u>												
00, 01 ARCHITECTURE & ENGINEERING	199	270	437	502	441	458	421	303	252	258	197	186
003 Electrical engineering	88	102	122	150	77	62	63	57	66	83	63	69
005 Civil engineering	40	70	87	96	51	40	34	35	43	48	36	30
007 Mechanical engineering	31	14	18	23	11	7	10	9	9	5	6	9
008 Chemical engineering							11					7
012 Industrial engineering	9	10	15	23	8	10	9	8	9	19	16	20
02 MATHEMATICS & PHYSICAL SCIENCES												
020 Mathematics	20	26	66	75	29	19	20	14	17	16	19	15
022 Chemistry	15	20	56	67	21	11	13	10	9	10	13	10
		5	5									
04 LIFE SCIENCES	10	4	7	7	20	21	22	14	8	6	5	5
045 Psychology	9	3	6	7	19	20	20	14	8	5	5	5
05 SOCIAL SCIENCES			2	2				1				
07 MEDICINE & HEALTH												
075 Nursing	10	49	68	75	99	97	92	92	83	92	52	43
078 Medical & dental technology		21	36	36	43	43	44	46	42	44	10	13
079 Medicine & health, n.e.c.	5	5	6	6	23	20	18	20	17	19	35	23
		21	24	28	29	31	29	25	23	27		
09 EDUCATION	10	9	26	32	92	135	126	52	16	10	5	7
091 Secondary school education	6	5	10	18	49	76	69	18	8			
092 Primary school & kindergarten education				5	25	34	35	12				
094 Education of the handicapped					8	8	5					
097 Vocational education, n.e.c.			6	5	9	15	13	14	6	5		
099 Education, n.e.c.								5				
10 MUSEUM, LIBRARY, & ARCHIVAL SCIENCES			3	2	3	4	3		2	2	3	3
11 LAW & JURISPRUDENCE				1					1		1	
12 RELIGION & THEOLOGY	1					1	1					
13 WRITING	1		7	4			1	1	1	1	1	1
139 Writing, n.e.c.			6									
14 ART	2	2	4	5	7	5	13	1	1	1	1	
143 Photography							11*					

Table 11(continued)
UNFILLED JOB OPENINGS LAST DAY EACH MONTH 1976
WORCESTER, MASSACHUSETTS (Continued)

OCCUPATIONAL GROUP	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.
15 ENTERTAINMENT & RECREATION												
152 Music	3	4	23	15	20	19	6	5	1	1	2	2
153 Athletics & sports			13	9	7	11						
159 Entertainment & recreation, n.e.c.			10			5						
16 ADMINISTRATIVE SPECIALIZATIONS												
160 Accounting & auditing	31	25	57	59	34	23	32	23	19	13	15	18
162 Purchasing management			5	8	8		6					
163 Sales & distribution management	6	6	26	20	8	6	8	7	6	6	6	5
165 Public relations management			6									
166 Personnel & training administration			5	14	5			6				
169 Administrative specialties, n.e.c.	18	9	9	5	7	6	14	6				9
18 MANAGERS & OFFICIALS, N.E.C.												
183 Manufacturing industry management	16	21	21	37	30	32	20	22	21	22	19	16
185 Wholesale & retail trade management			5	6	9	8*	7*	5*	5*	5*		5
187 Service industry management		6	4	7	14	10	6	6	6		8	9
189 Misc. managerial work, n.e.c.		6	5	14	11	11		6				
19 PROFESSIONAL, TECHNICAL, & MANAGERIAL												
195 Social & welfare work	7	28	31	38	30	40	22	21	16	11	11	7
	5	26	31	34	29	39	19	17	12	10	9	6
CLERICAL & SALES WORK												
20 STENOGRAPHY, TYPING, FILING, & RELATED OCCUPATIONS												
201 Secretarial work	80	95	74	87	106	98	124	109	133	88	52	42
202 Stenography	39	37	31	34	52	38	51	40	48	39	30	24
203 Typing		12			6	8	8	9	14	8		
209 Stenography, typing, filing, & related work, n.e.c.						11		8	7	12		
	33	43	48	49	44	40	60	49	63	28	17	13
21 COMPUTING & ACCOUNT-RECORDING												
210 Bookkeeping	64	89	79	94	51	43	59	52	90	89	58	51
211 Cashiering	35	35	7	39	7	4	6	4	18	21	21	6
213 Automatic data processing							9	7	6	10		
216 Computing-machine work	6			11	13	17	17	22	18	15	7	19
219 Computing & account recording, n.e.c.	19	47	43	38	28	20	24	17	45	42	27	23
22 MATERIAL & PRODUCTION RECORDING												
222 Clerical work, shipping & receiving	7	10	10	10	9	11	12	8	39	5	2	2
223 Stock checking & related work		5	6		6			6	9			

Table 11 (continued)

UNFILLED JOB OPENINGS LAST DAY EACH MONTH 1976
WORCESTER, MASSACHUSETTS
(Continued)

OCCUPATIONAL GROUP	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.
23 INFORMATION & MESSAGE DISTRIBUTION	6		2	11	5	17	6	7	13	8	9	4
230 Messenger & related work						11			5*			
235 Telephone work				5		6		5	6	5		
237 Reception & information dispensing work												
24 MISCELLANEOUS CLERICAL	4	16	7	7	7	6	6	3	15	60	10	10
240 Collecting		6										
249 Misc. clerical work, n.e.c.		9	7				5		13	59	10	10
25 SALES AGENTS, SERVICES	57	72	70	69	74	76	81	80	69	56	57	56
250 Saleswork, real estate & insurance	56	56	59	65	69	71	73	73	64	53	55	54
251 Saleswork, securities			11									
252 Saleswork, business & financial services							5*					
259 Saleswork, services, n.e.c.		5										
26, 27, 28 SALES AGENTS & SALESPERSONS, COMMODITIES	24	20	25	26	37	37	26	33	33	24	63	22
263 Saleswork, textiles, textile products, & apparel					8	7	6	12	14	8	6	
276 Saleswork, industrial, construction, mining & drilling equipment & supplies					6	6*	9*					
278 Saleswork, household appliances & electrical machinery, equipment, & supplies												
285 Saleswork, photographic equipment & supplies	5										10	10
289 Saleswork, commodities, n.e.c.	6	6	9	10	12	11	5	9	8	8	42	
29 MERCHANDISING OCCUPATIONS, EXCEPT SALES AGENTS	24	10	14	4	11	10	7	26	18	13	47	14
290 Sales clerking	21							6	9	8	12	
293 Canvassing & soliciting			10					12	5		31	
299 Misc. merchandising work, n.e.c.					6			7				
SERVICES	143	164	434	339	179	515	132	330	356	294	227	186
30 DOMESTIC SERVICE	16	18	13	17	13	19	25	34	33	17	29	20
306 Housework, domestic	8	9	10	12	7	13	20	21	19	13	20	13
307 Child monitor		5						8	8		5	
309 Domestic services, n.e.c.								5	5			
31 FOOD & BEVERAGE PREPARATION & SERVICE	52	62	77	102	53	23	34	126	160	108	79	57
310 Food & beverage service, except ship steward/stewardess								6	5			
311 Food serving	13	18	28	40	27	6	6	73	90	46	25	23
313 Cooking, large hotels & restaurants	23	24	28	24	9	11	13	9	27	29	22	25
314 Cooking, small hotels & restaurants				5				11	9	9	9	
315 Misc. cooking, except domestic		8	6	9				6	6	8	7	
317 Misc. food & beverage preparation				6								
318 Kitchen work, n.e.c.	5	10	10	17	6		7	18	19	9	13	

Table 11 (continued)

UNFILLED JOB OPENINGS LAST DAY EACH MONTH 1976
WORCESTER, MASSACHUSETTS (Continued)

OCCUPATIONAL GROUP	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.
32 LODGING & RELATED SERVICE												
323 Cleaner & related services, hotels, restaurants & rel. establishments		1	4	1	3	3	1	2	2	7	8	5
33 BARBERING, COSMETOLOGY, & RELATED SERVICE												
332 Beautician services	2	1	43	3	2	1	6	4	4	4	3	4
334 Masseuse & related services			41				6					
34 AMUSEMENT & RECREATION SERVICE		5						30	30	30	30	30
341 Golf course, tennis court, skating rink, & rel. services		5						30	30	30	30	30
35 MISCELLANEOUS PERSONAL SERVICE												
355 Attendant work, hosps., morgues, & related health services	23	30	37	31	41	12	19	59	44	60	30	30
358 Checkroom, locker room, & restroom serv.	21	28	27	29	36	9	17	49	35	49	16	19
359 Misc. personal services, n.e.c.				9			7		7	11	12	10
36 APPAREL & FURNISHINGS SERVICE												
363 Pressing service	4	2	8	6	3	1	2	5	9	10	5	2
37 PROTECTIVE SERVICE												
372 Guard & related services	25	34	238	156	43	31	27	39	41	46	31	32
373 Fire protection service	13	13	11	13	18	19	20	34	37	44	30	31
375 Police & related work, public service	6	5	86									
379 Protective services, n.e.c.	5	14	141	142	23	22	5					
38 BUILDING & RELATED SERVICE												
381 Cleaning & related services	21	11	14	23	21	18	18	31	33	12	12	6
	21	11	13	23	20	17	18	30	31	12	12	5
<u>FARMING, FISHERY, FORESTRY, & RELATED WORK</u>												
40 PLANT FARMING												
404 Fruit and nut farming	4	3	6	14	4	7	3	514	648	382	1	
406 Horticultural specialty work				6		6		561	628	367		
407 Gardening & groundskeeping			5	8				11	20	15		
41 ANIMAL FARMING												
				1	2	2	2	3	1	1		
42 MISCELLANEOUS FARMING & RELATED WORK												
								1	1			
44 FORESTRY												
							2	2				

Table 11 (continued)

UNFILLED JOB OPENINGS LAST DAY EACH MONTH 1976
WORCESTER, MASSACHUSETTS (Continued)

OCCUPATIONAL GROUP	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.
46 AGRICULTURE SERVICE			1	1								
PROCESSING												
50 PROCESSING OF METAL	21	31	28	79	44	21	19	26	44	37	46	34
500 Electroplating		1	2	13	5	4	3	4	11	6	2	16
505 Metal spraying, coating, & related work				8	5				11	6		6
				5								10
51 ORE REFINING & FOUNDRY	1	1	1		9		1	1	2	4	3	2
519 Ore refining & foundry work, n.e.c.					5							
52 PROCESSING OF FOOD, TOBACCO & REL. PRODUCTS	9	7	1	5	3	2	4	4	6	4	2	1
525 Slaughtering, breaking, curing, & rel. work	5	5										
53 PROCESSING OF PAPER & RELATED MATERIALS					4							
54 PROCESSING OF PETROLEUM, COAL, NATURAL & MANUFACTURED GAS & RELATED PRODUCTS											1	
55 CHEMICALS, PLASTICS, SYNTHETICS, RUBBER, PAINT, & RELATED PRODUCTS	6	11	17	48	22	12	12	17	21	18	11	12
550 Mixing & blending									5			
556 Casting & molding, n.e.c.		6	9	43	14	8	9	11	11	14	10	7*
559 Processing, chemicals & related products, n.e.c.			5									
57 STONE, CLAY, GLASS, & RELATED PRODUCTS	1	1	3									
58 LEATHER, TEXTILES, & RELATED PRODUCTS	5	4	4	7	1	3			3		26	1
584 Mercerizing, coating, & laminating				6							26	
589 Processing, leather & textiles, n.e.c.												
59 PROCESSING OCCUPATIONS, N.E.C.		6		6					1	5	1	2
599 Misc. processing, n.e.c.										5		
MACHINE TRADES	137	163	162	276	245	257	247	300	363	336	281	247
60 METAL MACHINING	37	48	51	85	79	76	90	116	163	176	132	119
600 Machining & related work	21	10	9	20	17	18	30	38	48	59	64	59
601 Toolmaking & related work		15	12	15	13	10	9	15	18	28	25	26
603 Abrading										5		
604 Turning	9	8	15	17	15	19	26	34*	47*	38	16	11
605 Milling & planing		7	7		7	7	8	8	24	20		5
606 Boring					12	8			6	6		
609 Metal machining, n.e.c.			20	20	12*	9*	12*	13	16	18	15	11

Table 11 (continued)

UNFILLED JOB OPENINGS LAST DAY EACH MONTH 1976
WORCESTER, MASSACHUSETTS (Continued)

OCCUPATIONAL GROUP	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.
61 METALWORKING OCCUPATIONS, N.E.C.	16	33	25	19	19	19	11	12	17	13	13	37
615 Punching & shearing					6							
616 Fabricating machine work	9	20							5		10	30
617 Metal forming, n.e.c.	5	7	25	14	12	14	7	6	10	8		
619 Misc. metalworking, n.e.c.												
62, 63 MECHANICS & MACHINERY REPAIRERS	25	31	27	34	26	32	36	33	34	35	36	22
620 Motorized vehicle & engineering equipment repairing	12	16	16	26	16	20	23	19	14	22	23	16
637 Utility equipment repairing	8	7	7				7	5	11	6	7	
638 Misc. machine installation & repairing	5	5*										
639 Mechanical repairing, n.e.c.												
64 PAPERWORKING	5	5	1	11	2	10	2	1	3	1		2
643 Paper corrugating				9		9						
649 Paperworking, n.e.c.	5	5										
65 PRINTING	15	7	1	11	12	2	6	15	19	15	13	9
650 Typesetting & composing								5	5	5	5	
651 Printing press work	15	7		11	10			5	13	7	8	9
66 WOOD MACHINING	5	12	7	16	19	14	6	14	25	13	12	14
660 Cabinetmaking		5			6	9						
669 Wood machining, n.e.c.				10	12	5	5	10	21*	11*	10*	12*
67 MACHINING STONE, CLAY, GLASS, & REL. MATERIALS	1	1	3									
68 TEXTILE	22	20	39	39	35	35	38	88	55	46	36	41
680 Carding, combing, drawing, & rel. work	6*								6		6	
681 Twisting, beaming, warping, & rel. work	7	11	16	14	14	14	12	12	25	23	11	23
682 Spinning	5*		15*	17*	16*	18*	15*	16*	13*	9*	9*	8*
683 Weaving & related work								8	8			
685 Knitting, except hosiery			5					49		7	7	
689 Textile machine work, n.e.c.												
69 MACHINE TRADES OCCUPATIONS, N.E.C.	11	6	8	61	53	69	58	21	47	37	52	3
690 Plastics, synthetics, rubber, & leather working	7		6	56	48	64	51	14	39	35	52	
693 Modelmaking, patternmaking, & rel. work						5						
699 Misc. machine work, n.e.c.				5	5		5	7	8			



Table 11 (continued)

UNFILLED JOB OPENINGS LAST DAY EACH MONTH 1976
WORCESTER, MASSACHUSETTS
(Continued)

OCCUPATIONAL GROUP	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.
BENCH WORK	104	101	117	150	156	187	159	321	363	198	216	84
70 FABRICATION, ASSEMBLY, & REPAIR OF METAL PRODUCTS, N.E.C.	5	3	6	13	17	13	17	15	10	14	5	4
706 Metal unit assembling & adjusting, n.e.c.				5	10	7	14	9	5	8		
71 FABRICATION & REPAIR OF SCIENTIFIC & MEDICAL APPARATUS, PHOTOGRAPHIC & OPTICAL GOODS, WATCHES & CLOCKS, & RELATED PRODUCTS	3	1		12	19	18		10	1	1	31	
711 Fabrication & repair of optical instruments & lenses				10	10	10		10				
713 Fabrication & repair of ophthalmic goods					8	8					30	
72 ASSEMBLY & REPAIR OF ELECTRICAL EQUIPMENT	15	20	28	13	6	34	14	97	189	82	98	33
720 Assembly & repair of radio & television receiving sets & phonographs												5
723 Assembly & repair of electrical appliances & fixtures									9			
726 Assembly & repair of electronic components & accessories, n.e.c.	10	10	13	5		31	12	97	179	66	91	26
729 Assembly & repair of electrical equipment, n.e.c.									11	10		
73 FABRICATION & REPAIR OF PRODUCTS MADE FROM ASSORTED MATERIALS	3	15	13	16	18	2	26	41	10	34	2	4
739 Fabrication & repair of products made from assorted materials, n.e.c.		15	13	16	18		25	41	10	34		
74 PAINTING, DECORATING, & RELATED OCCUPATIONS	3	1	4	3	2	17	6	1	19	1	1	2
741 Spray painting						11			19			
742 Staining, waxing, & related work						5						
75 FABRICATION & REPAIR OF PLASTICS, SYNTHETICS, RUBBER, & RELATED PRODUCTS				5	1			8	8	3		
754 Fabrication & repair of miscellaneous plastic products				5				8				
76 FABRICATION & REPAIR OF WOOD PRODUCTS	2	1	9	9	11	2	3	34	35	8	6	2
763 Fabrication & repair of furniture, n.e.c.				5				6	6			
769 Fabrication & repair of wood products, n.e.c.			8		8			26	26	7		
77 FABRICATION & REPAIR OF SAND, STONE, CLAY, & GLASS PRODUCTS								2	3	2	2	

Table 11 (continued)
UNFILLED JOB OPENINGS LAST DAY EACH MONTH 1976
WORCESTER, MASSACHUSETTS (Continued)

OCCUPATIONAL GROUP	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.
78 FABRICATION & REPAIR OF TEXTILE, LEATHER, & RELATED PRODUCTS	73	59	56	82	82	101	93	113	88	53	71	39
781 Laying out, marking, cutting, & punching, n.e.c.					6				7			
782 Handsewing, mending, embroidering, knitting, & related work, n.e.c.	10	10	7	13	7	7	11	5	5	5	5	5
786 Machine sewing, garment	40	39	38	48	54	41	31	36	26	27	26	16
787 Machine sewing, nongarment	20	6	6	9	10	12	15	32	19	13	8	11
788 Fabrication & repair of footwear						34	30	25	25		26	
789 Fabrication & repair of textiles, leather, & related products, n.e.c.								6				
79 BENCH WORK OCCUPATIONS, N.E.C.		1	1									
<u>STRUCTURAL WORK</u>												
80 METAL FABRICATING, N.E.C.	68	55	70	112	65	88	548	509	101	46	35	50
801 Fitting, bolting, screwing, & rel. work	11	4	19	23	8	13	417	415	48	11	9	6
804 Sheet metal work	8		10	11		7	10	5	34	6		
806 Transportation equipment assembling & related work							400	401				
807 Body work, transportation equipment				6		5			5		7	
809 Misc. metal fabricating, n.e.c.												
81 WELDERS, FLAME CUTTERS, & RELATED WORK	17	20	5	11	7	12	16	13	6	3	2	22
810 Arc welding				7	7	10	14	11				5*
812 Combination arc & gas welding	16	17										17
82 ELECTRICAL ASSEMBLING, INSTALLING, & REPAIRING	4	6	3	4	7	9	18	13	11	6	10	8
824 Lighting equipment & building wiring assembly, installation, & repair, n.e.c.					6	6	13	10	8			
84 PAINTING, PLASTERING, WATERPROOFING, CEMENTING, & RELATED	5	1	7	12	9	22	23	18	3		2	2
840 Construction & maintenance painting & related work	5		6	12	9	22	20	15*				
85 EXCAVATING, GRADING, PAVING, & RELATED WORK												
850 Excavating, grading, & related work				7	1	3	.9	1	1			
859 Excavating, grading, paving, & related work, n.e.c.				6								5

Table 11 (continued)

UNFILLED JOB OPENINGS LAST DAY EACH MONTH 1976
WORCESTER, MASSACHUSETTS (Continued)

OCCUPATIONAL GROUP	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.
86 CONSTRUCTION OCCUPATIONS, N.E.C.	20	4	8	29	11	11	14	27	27	22	9	7
860 Carpentry & related work			5	7	8							
862 Plumbing, gas fitting, steam fitting, & related work						7	6		5	7		
866 Roofing & related work				12				7	6*	10		
869 Misc. construction work, n.e.c.	15			8			7	6	10			
89 STRUCTURAL WORK OCCUPATIONS, N.E.C.	11	20	35	26	22	18	21	22	5	4	3	5
899 Misc. structural work, n.e.c.	11	19	34	24	22	18	20	19				5
MISCELLANEOUS WORK	49	27	26	51	30	44	37	72	117	112	29	102
90 MOTOR FREIGHT	10	1	2	6	3	6	4	7	20	21	2	64
905 Heavy truck driving	6								16	18		63
906 Light truck driving												
91 TRANSPORTATION OCCUPATIONS, N.E.C.	5	4	9	5	6	5	3	15	15	20	1	3
913 Passenger transportation, n.e.c.			5					6	8			
915 Parking lot & related service work						5		9	7	16		
92 PACKAGING & MATERIALS HANDLING	13	15	5	24	11	23	25	41	68	57	12	23
920 Packaging	5			5	6		11	5	38	18		
922 Materials moving & storing, n.e.c.		11						7	10	14		
929 Packaging & materials handling, n.e.c.	6			18		16	12	29	20	24	8	20
95 PRODUCTION & DISTRIBUTION OF UTILITIES	5	5	1	7	5	7	4	5	4	4	4	2
97 GRAPHIC ART WORK	16	2	9	9	5	3	1	4	10	10	10	10
971 Photoengraving	15		8	8					8	8	8	8
GRAND TOTAL	991	1,126	1,562	1,833	1,466	1,875	1,861	2,758	2,656	2,007	1,330	1,090

* Includes out-of-state openings.

Table 12

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

FITCHBURG - LEOMINSTER SMSA
APRIL 30, 1977

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS
AND UNFILLED OPENINGS

Selected Occupational Group ^{1/}	All	Applicant Characteristics					
		Age		45 and Over	Veteran	Minority	Unfilled Openings
		Female	Under 22				
All Occupations	3,929	1,778	773	707	871	336	809
PROFESSIONAL, TECHNICAL & MANAGERIAL WORK							
079 Medicine & Health n.e.c ^{2/}	29	25	3	4	6	1	8
092 Primary School & Kindergarten Education	24	16	0	1	2	1	3
160 Accountants & Auditors	22	3	1	5	6	0	2
169 Administrative Specialization ^{2/}	37	18	0	13	14	4	2
185 Wholesale & Retail Managers & Officials	39	8	2	9	16	0	1
187 Service Industry Management & Officials	22	9	1	4	8	1	1
195 Social & Welfare Work	25	19	3	5	7	5	27
CLERICAL							
201 Secretaries	63	61	5	13	1	1	13
209 Stenography, Typing, Filing & Related Work ^{2/}	109	100	41	11	15	15	27
210 Bookkeeper	34	30	1	11	3	0	7
211 Cashiers	33	33	14	2	1	0	0
219 Computing & Account Recording ^{2/}	152	141	24	14	8	10	30
222 Production Clerks	39	7	8	6	9	1	3
223 Stock Clerks & Related Occupations	45	6	15	8	20	2	3
289 Salesmen & Salesperson, Music & Musical Instrument	23	14	5	4	2	1	0
299 Merchandising Occupations except Salesmen ^{2/}	52	38	13	8	4	3	3

Source: ESARS Table 96 Report No. MA5-62

^{1/} Occupational Group with at least 20 Registered Applicants in the Active File

^{2/} N.E.C.--Not elsewhere classified

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Table 12 (continued)

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

FITCHBURG - LEOMINSTER SMSA
APRIL 30, 1977

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS
AND UNFILLED OPENINGS

Selected Occupational Group ^{1/}	All	Applicant Characteristics					Unfilled Openings
		Female	Age		Veteran	Minority	
			Under 22	45 and Over			
SERVICES							
311 Waiter, Waitress & Related Food Serving Occupations	137	132	37	22	0	3	22
318 Kitchen Workers ^{2/}	33	15	23	5	0	5	3
355 Attendant Work, Hospitals, Morgues & Related Services	99	92	18	12	4	7	11
372 Guards & Watchmen except Crossing Guards	24	2	5	5	15	2	16
379 Protective Service Occupations ^{2/}	47	23	42	0	2	1	13
FARMING AND NUT FARMING							
407 Gardening, & Groundskeeping Occupations	32	2	25	0	3	3	16
PROCESSING							
556 Casting & Molding Occupation ^{2/}	189	107	37	30	18	70	15
MACHINE TRADES							
609 Metal Machining Occupations ^{2/}	22	8	3	4	7	1	4
620 Motorized Vehicle & Engineering Equipment Repairing	56	1	7	7	22	1	19
638 Misc., Occupations in Machine Install., & Repairing	21	0	1	3	13	2	6
BENCH WORK							
706 Metal Unit Assemblers & Adjustment ^{2/}	31	24	7	8	1	2	2
739 Fabr., & Repair of Products Made From Assorted Materials	68	65	11	18	0	6	15
787 Sewing Machine Operators, Nongarment	38	35	3	11	0	5	14

Source: ESARS Table 96 Report No. MA5-62

^{1/} Occupational Group with at least 20 Registered Applicants in the Active File

^{2/} N.E.C.--Not elsewhere classified

Form 0233-B2 New 8-76



Table 12 (continued)

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

FITCHBURG - LEOMINSTER SMSA
APRIL 30, 1977

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS
AND UNFILLED OPENINGS

Selected Occupational Group ^{1/}	All	Applicant Characteristics					
		Age		Veteran	Minority	Unfilled Openings	
		Female	Under 22				45 and Over
STRUCTURAL WORK							
840 Construction & Maintenance painters & Related Occupations	28	0	3	7	8	0	17
860 Carpentry & Related Work	65	1	9	13	22	1	10
862 Plumbers, Gasfitters, Steamfitters & Related Occupations	28	0	1	7	15	0	0
866 Roofers & Related Occupations	23	0	3	3	5	0	11
869 Miscellaneous Construction Occupations, 2/	92	1	18	17	32	6	5
899 Miscellaneous Structural Occupations, 2/	40	0	9	10	16	4	15
MISCELLANEOUS WORK							
904 Trailer Truck Driving	22	1	0	2	10	2	2
905 Truck Drivers, Heavy	51	0	1	16	24	0	8
906 Truck Drivers, Light	31	0	5	3	13	3	0
915 Attendants & Servicemen, Parking Lots Facilities & Services	25	6	11	3	0	1	1
920 Packaging	153	133	24	44	6	20	26
922 Moving & Storing Materials, 2/	61	0	24	6	24	4	4
929 Packaging & Material Handling	250	33	121	18	54	33	15

Source: ESARS Table 96 Report No. MA5-62

^{1/} Occupational Group with at least 20 Registered Applicants in the Active File

^{2/} N.E.C.--Not elsewhere classified

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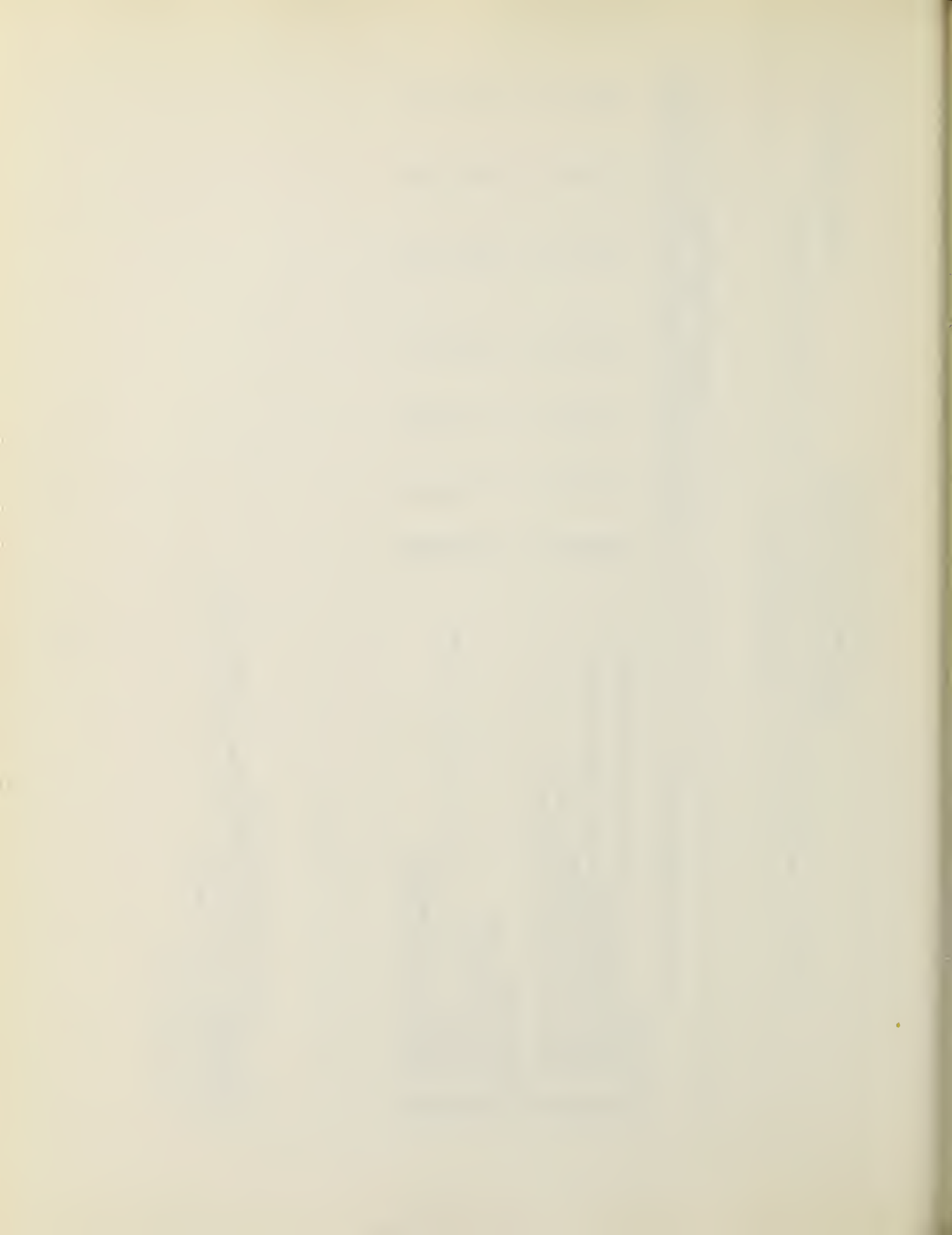


Table 13

Employment Projections
By
Broad Occupational Groups

				Annual Labor Demand		
				1974 - 1985		
				Total	Due to Growth	Due to Separations
All Occupations	1970	1974	1985			
Total - All Occupations	38,013	41,750	45,562	2,079	347	1,732
White Collar	12,955	15,407	17,718	1,094	210	741
Blue Collar	20,711	21,615	22,582	664	95	711
Services	4,347	4,728	5,262	321	49	273
Farmers & Farm Workers	203	207	126	0	- 7	7

Table 14
Employment Projections
by
Occupational Categories

	Employment			Annual Labor Demand 1970 - 1974			Annual Labor Demand 1974 - 1985		
	1970	1974	1985	Total	Due to Growth	Due to Separation	Total	Due to Growth	Due to Separation
All Occupations	38,013	41,750	45,562	2,482	934	1,548	2,080	347	1,733
Prof. Tech. & Kindred	3,949	4,831	5,471	385	221	164	250	58	192
Managers	3,145	3,856	4,326	288	178	110	175	43	132
Sales	2,234	2,374	2,764	130	35	95	142	35	107
Clerical	5,861	6,720	7,921	564	215	349	527	109	418
Crafts & Kindred	5,088	5,380	5,833	195	73	122	170	41	129
Operatives	11,508	11,989	12,056	541	120	421	447	6	441
Services	4,347	4,728	5,262	338	95	243	322	49	273
Labor Exc. Farm	1,678	1,665	1,803	31	- 3	34	50	13	37
Farm & Farm Laborers	203	207	126	9	1	8	0	- 7	7

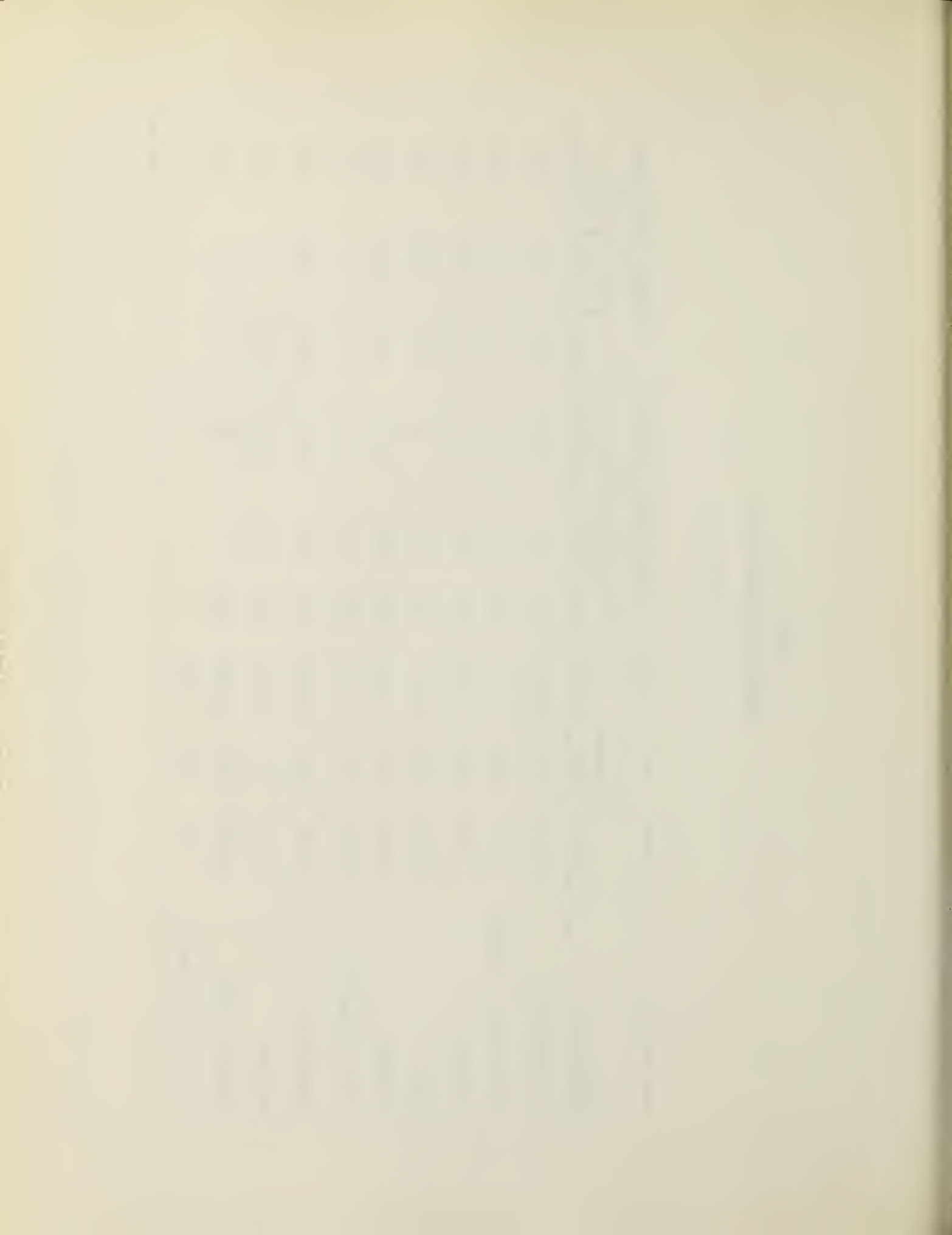


Table 15

Employment by Occupation
Fitchburg-Leominster SMSA
1974 - 1985

Occupation	1974 Employment	1985 Employment	Percent Change
Total	41,750	45,562	+ 9.1
Professional, Technical & Kindred	4,831	5,471	+13.3
Engineers, Technical	529	615	+16.3
Physicians, etc.	725	865	+19.3
Managers	3,856	4,326	+12.2
Retail Trade	566	623	+27.7
Sales	2,374	2,764	+16.4
Clerical & Kindred	6,720	7,921	+17.9
Bookkeepers	697	711	+ 2.0
Secretaries, Stenos, Typists	1,566	1,907	+21.8
Craftsmen, Foremen, Kindred	5,380	5,833	+ 8.4
Metal Craftsmen	849	884	+ 4.1
Carpenters	384	432	+12.5
Construction Craftsmen	1,297	1,471	+13.4
Operatives (exc. Trans.)	11,989	12,056	+ 0.6
Transport Equipment Operatives	1,086	1,123	+ 3.4
Truck Drivers	556	554	- 0.4
Laborers (exc. Farm)	1,655	1,803	+ 8.3
Construction	304	325	+ 6.9
Freight, Stock & Material Handling	807	882	+ 9.3
Agricultural Workers	207	126	-39.1
Farmers & Farm Managers	88	54	-38.7
Farm Laborers & Foremen (exc. Unpd.)	119	72	-39.5
Service Workers (exc. Pvt. H. H.)	4,728	5,262	+11.3
Cleaning Service Workers	887	1,005	+13.3
Food Service Workers	1,955	2,152	+10.1
Health Service Workers	708	983	+38.8
Personal Service Workers	503	553	+ 9.9
Protective Service Workers	481	462	- 4.0

Table 16

Annual Average Number of Jobs
 Openings Due to Labor Force
 Separations and Growth
 Fitchburg-Leominster
 Labor Market Area - 1974-1985

All Occupations	Openings Due to Labor Force Separations	Openings Due to Labor Force Growth	Total
All Occupations	1,733	347	2,080
Professional Tech., & Kindred	192	58	250
Engineers Technical	9	8	17
Engineers Science Technicians	14	17	31
Medical Workers, exc. Techn.	45	13	58
Registered Nurses	32	6	38
Health Technologists & Techn.	9	4	13
Computer Specialist	5	5	10
Teachers	64	- 6	58
Elementary	29	1	30
Secondary	18	- 8	10
College & University	3	- 2	1
Other Professional & Technical	32	9	41
Manager, Officials, Proprietors	132	43	175
Buyers, Sales, Loan Managers	19	14	33
Admin., Public Inspectors	13	5	18
Other Mgrs., Officials, Prop.	99	23	122
Sales Workers	107	35	142
Clerical Workers	418	109	527
Secretaries, Legal Medical, Other	131	31	162
Stenographers, Typists	101	29	130
Office Machine Operators	9	- 1	8
Bank Tellers	17	0	17
Billing Clerks	6	3	9
Bookkeepers	45	1	46
Cashiers	41	10	51
File Clerks	6	0	6
Shipping, Receiving Clerks	14	6	20
Stock Clerks	12	5	17
Telephone Operators	16	- 6	10
Other Clerical Workers	52	44	96
Crafts and Kindred Workers	129	41	170
Construction Crafts	29	16	45
Carpenters & Apprentices	10	4	14
Painters & Apprentices	6	- 1	5
Other Construction Crafts	13	13	26
Blue Collar Supervisor n.e.c.	30	13	43
Metal Working Craftworkers	19	3	22
Mechanics, Repairers Installers	23	11	34
Printing Trade Craft Workers	8	2	10
Other Crafts & Kindred Workers	18	- 3	15



Table 16

Annual Average Number of Jobs
 Openings Due to Labor Force
 Separations and Growth
 Fitchburg-Leominster
 Labor Market Area - 1974-1985
 (continued)

All Occupations	Openings Due to Labor Force Separations	Openings Due to Labor Force Growth	Total
Operatives	441	6	447
Operatives exc., Transp.	420	3	423
Semiskilled Metal Working	19	- 5	14
Semiskilled Textile	11	- 5	6
Spinners, Twisters Winders	6	- 2	4
Other Textile Operatives	4	- 2	2
Semiskilled Packing, Inspecting	72	18	90
Other Operatives exc., Transport	318	- 5	313
Assemblers	53	19	72
Clothing Ironers, Pressers	3	- 3	0
Cutting Operatives n.e.c	11	- 4	7
Sewers & Stitchers	27	- 9	18
Misc., Machine Operatives	77	- 6	71
All Other Operatives	108	5	113
Transport Equipment Operatives	21	3	24
Service Workers	273	49	322
Cleaning Service Workers	51	11	62
Food Service Workers	102	18	120
Health Service Workers	58	25	83
Nurse Aides, Orderlies	22	9	31
Practical Nurses	21	11	32
Other Health Workers	9	3	12
Personal Service Workers	34	5	39
Hairdressers Cosmetologists	12	1	13
Other Personal Services	22	4	26
Protective Service Workers	14	- 2	12
Guards	9	- 2	7
Other Protective Service Workers	5	0	5
Private Household Workers	13	- 8	5
Laborers exc., Farms	37	13	50
Construction Laborers	5	2	7
Gardeners, Groundkeepers	7	2	9
Stock Handlers	11	6	17
Other Laborers	5	0	5
Farmers and Lawn Workers	7	- 7	0



broad occupational categories the largest demand will take place in the operatives (447) clerical (527) and service groups (322). See Table 14. The largest relative demand between 1974 and 1985 will occur among health service workers (38.8 percent), retail trade workers (27.7 percent), secretaries, stenographers and typist (21.8 percent).

V. Recent Trends in Unemployment and Outlook

The unemployment rate in the Fitchburg-Leominster SMSA stood at 7.1 percent in April 1977 down substantially from the 11.4 percent in April 1976. In this time period the number of unemployed persons decreased by 40 percent from 5,500 to 3,300.

The Fitchburg-Leominster SMSA has consistently sustained higher rates of unemployment than the nation since 1970. Compared with the state, the area registered a higher unemployment rate from 1970 through 1972. It then dropped to a level approximately 0.5 of a percentage point below the state in 1973 and 1974, a time of relatively high employment in the area. By 1975, the area's average unemployment rate was more than 2.0 percentage points above the state's annual average and 5.0 percentage points above that of the United States. In 1976, the annual average unemployment rate in the area was 10.3 percent, down from the 1975 annual rate of 13.5 percent. The number of unemployed on an annual average basis also declined from 6,500 to 5,000, a reduction of 1,500 or 23 percent. In that year, the Fitchburg-Leominster SMSA had an unemployment rate that was 0.9 percentage points above the state rate and 2.7 percentage points above the national jobless rate.

The annual average and monthly civilian labor force data from 1970 to March- 1977 are shown in Table 17. A simple statistical measurement of the average number of unemployed provides a useful yardstick for comparisons over time of the relative magnitude or severity of unemployment. However, for planning purposes, the use of an average figure may be misleading in that it does not take into account the number of different individuals who actually incur a period of unem-

(continue page 50)

Table 17

Annual Average and Monthly Civilian Labor Force For Areas of High Unemployment				Area and State Fitchburg-Leominster, Massachusetts SMSA	
Date	Number Of Workers				Unemployment as a Percent of Civilian Labor Force
	Civilian Labor Force	Total Employment	Nonagricultural Wage and Salary Employment	Total Unemployment	
I.	II.	III.	IV.	V.	VI.
Annual Average					
1. Year					
1970	40,900	38,600	34,620	2,300	5.6
1971	42,100	38,700	34,610	3,400	8.1
1972	42,600	39,600	35,110	3,000	7.0
1973	44,900	42,100	38,090	2,800	6.2
1974	46,300	42,700	37,780	3,600	7.8
1975	48,300	41,800	36,000	6,500	13.5
2. Year 1976	48,300	43,300	36,700	5,000	10.4
January	49,400	43,000	36,450	6,400	13.0
February	49,600	43,100	36,440	6,500	13.1
March	49,800	43,800	37,070	6,000	12.0
April	48,700	43,200	36,530	5,500	11.3
May	48,600	43,500	36,810	5,100	10.5
June	49,100	43,800	37,190	5,300	10.8
July	47,800	42,700	36,390	5,100	10.7
August	47,000	42,900	36,570	4,100	8.7
September	47,600	43,500	36,790	4,100	8.6
October	46,800	43,000	36,750	3,800	8.1
November	47,000	43,300	36,820	3,700	7.8
December	47,500	43,600	36,620	3,900	8.2
3. Year 1977					
January	47,500	43,700	36,500	3,800	8.0
February	47,600	43,800	36,600	3,800	7.9
March	47,400	43,700	36,600	3,700	7.8



Table 18
Benefit Payments To
Totally Unemployed Fitchburg Office Claimants
Industry of Last Attachment
December 1976 and 1st Quarter 1977

SIC Code	Industry	December 1976		January 1977		February 1977		March 1977	
		Male	Female	Male	Female	Male	Female	Male	Female
Total Number		1,019	562	1,214	596	1,314	540	1,294	536
Total Percent		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
0-14	Agriculture	0.3	0.4	0.7	0.3	0.8	0.0	0.7	0.0
15-17	Construction	28.3	1.6	30.6	1.5	32.2	2.6	32.3	3.0
19-39	Manufacturing	41.2	66.0	38.1	62.4	39.4	65.7	37.6	63.4
40-49	Transportation, Communication, Utilities	2.6	1.6	3.5	1.5	3.6	0.2	3.3	0.8
50-59	Wholesale & Retail Trade	13.8	11.0	13.5	17.3	12.2	15.5	12.7	15.1
60-69	Finance, Insurance and Real Estate	1.9	3.4	2.0	3.2	2.1	3.0	2.6	3.0
70-89	Service	8.2	11.6	6.8	10.4	6.7	11.3	7.2	13.2
92	Government	0.1	0.9	0.1	0.5	0.1	0.4	0.1	0.2
00	INA	3.6	3.5	4.7	2.9	2.9	1.3	3.5	1.3

INA: Industry Not Available

Source: Benefit Payments: December 1976, January 1977, February 1977,
March 1977

Table 19

SELECTED CHARACTERISTICS OF INSURED UNEMPLOYED
FITCHBURG OFFICE

FEBRUARY-MARCH 1977

	ALL PROGRAMS		REGULAR PRO- GRAMS	TRIGGER. EXTEND. BENEFIT (TREX) NUMBER	FEDERAL SUPP. BENEFIT (FSB) NUMBER	SPEC. UNEMP. ASSIST (SUA) NUMBER
	NUMBER	PERCENT	NUMBER	NUMBER	NUMBER	NUMBER
TOTAL	3135	100.0	2186	280	564	105
AGE						
UNDER 20	-	-	-	-	-	-
UNDER 25	568	18.1	420	58	54	35
25 - 34	759	24.2	541	70	109	39
35 - 44	478	15.2	358	43	70	8
45 - 54	529	16.9	401	47	78	4
55 - 64	494	15.8	327	35	121	12
65 & OVER	292	9.3	132	27	124	8
I.N.A.	16	.5	8	-	8	-
SEX						
MEN	2143	68.4	1498	159	408	78
WOMEN	992	31.6	689	121	156	27
I.N.A.	-	-	-	-	-	-
ETHNIC GROUP						
WHITE	3061	97.6	2136	280	545	101
NON-WHITE	70	2.2	47	-	19	4
I.N.A.	4	.1	4	-	-	-
SPANISH SURNAME	23	.7	8	-	12	4
OCCUPATION						
PROF., TECH., MGT	373	11.9	261	35	70	8
CLERICAL/SALES	436	13.9	268	51	101	16
SERVICES	230	7.3	136	23	58	12
FARM, FISH, FOR.	35	1.1	23	8	4	-
PROCESSING	366	11.7	276	27	54	8
MACHINE TRADES	253	8.1	214	12	27	-
BENCH WORK	237	7.6	167	31	35	4
STRUCTURAL	712	22.7	482	47	140	43
MISC. WORK	494	15.8	358	47	74	16
I.N.A.	-	-	-	-	-	-
RECENT DURATION						
0-9 WEEKS	1416	45.2	1229	27	97	62
10-19 WEEKS	957	30.5	790	82	62	23
20-29 WEEKS	315	10.0	163	70	78	4
30 + WEEKS	447	14.3	4	101	327	16

Table 19 (continued)

CONTINUED -1

	ALL PROGRAMS		REGULAR PRO- GRAMS	TRIGGER. EXTEND. BENEFIT (Trex)	FEDERAL SUPP. BENEFIT (FSB)	SPEC. UNEMP. ASSIST (SUA)
	NUMBER	PERCENT	NUMBER	NUMBER	NUMBER	NUMBER
INDUSTRY ATTACH.						
MANUFACTURING	1260	40.2	934	93	230	4
CON. CONSTRUCT	572	18.2	443	39	86	4
TRAN./UTIL.	70	2.2	51	8	12	-
WHOL/RET.TRADE	397	12.7	257	47	93	-
FIN/INS/R.E.	105	3.3	74	16	16	-
SERVICES	292	9.3	191	47	54	-
GOVERNMENTS	206	6.6	144	19	43	-
OTHERS	12	.4	12	-	-	-
I.N.A.	222	7.1	82	12	31	97
AVE. WEEKLY WAGE						
UNDER \$100	696	22.2	467	86	117	27
\$100 - \$149	759	24.2	513	86	117	43
\$150 - \$199	669	21.3	440	51	148	31
\$200 - \$249	385	12.3	303	19	58	4
\$250 - \$299	237	7.6	183	19	35	-
\$300 OR MORE	389	12.4	280	19	89	-
I.N.A.	-	-	-	-	-	-
SEPARATION REASON						
LAYOFF	2649	84.5	1906	245	397	101
QUIT VOL. RET.	31	1.0	12	-	19	-
QUIT PREGNANCY	8	.3	4	-	4	-
QUIT OTHER	78	2.5	35	8	35	-
DISCHARGES	218	7.0	109	27	78	4
LABOR DISPUTE	8	.3	4	-	4	-
OTHER/INA	144	4.6	117	-	27	-

Table 20

OCCUPATIONS OF THE INSURED UNEMPLOYED
FITCHBURG OFFICE

FEBRUARY-MARCH 1977

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
TOTAL	3124	100.0	1809	1315	16
0,1 PROF., TECH., MGR.	373	11.9	206	167	-
00,01 ARCH./ENGINEER	70	2.2	35	35	-
02 MATH & PHY. SCIENCE	8	.3	8	-	-
04 LIFE SCIENCES	8	.3	8	-	-
05 SOCIAL SCIENCES	-	-	-	-	-
07 MEDICINE & HEALTH	31	1.0	27	4	-
09 EDUCATION	12	.4	8	4	-
10 MUSEUM, LIBRARY	-	-	-	-	-
11 LAW & JURISPRUDENCE	-	-	-	-	-
12 RELIGION & THEOLOGY	-	-	-	-	-
13 WRITING	4	.1	-	4	-
14 ART	4	.1	4	-	-
15 ENTERTAINMENT & REC	8	.3	8	-	-
16 ADMINISTRATIVE SPEC	58	1.9	35	23	-
18 MANAGERS & OFFICIAL	156	5.0	70	86	-
19 PROFESSIONAL, TECH	12	.4	4	8	-
CLERICAL, SALES	432	13.8	288	144	4
20 STENO, TYPE, FILING	101	3.2	74	27	4
21 COMPUTING & ACCOUNT	124	4.0	86	39	-
22 MATERIAL & PROD REC	47	1.5	27	19	-
23 INFO & MESSAGE DIST	31	1.0	19	12	-
24 MISC CLERICAL	8	.3	4	4	-
25 SALESMEN, SERVICES	4	.1	4	-	-
26,28 SALES, COMMODITI	58	1.9	43	16	-
29 MERCHANDISING	58	1.9	31	27	-
3 SERVICES	222	7.1	136	86	8
30 DOMESTIC SERVICE	16	.5	16	-	-
31 FOOD & BEVERAGE	101	3.2	66	35	-
32 LODGING	-	-	-	-	-
33 BARBERING, COSMETOLO	8	.3	4	4	-
34 AMUSEMENT & REC	23	.7	4	19	4
35 MISC PERSONAL SERV	16	.5	12	4	-
36 APPAREL & FURNISH	8	.3	4	4	-
37 PROTECTIVE SERV	23	.7	16	8	-
38 BUILDING & RELATED	23	.7	16	8	4
40-46 FARM/FISH	35	1.1	23	12	-
PROCESSING	366	11.7	214	152	-
50 PROCESSING OF METAL	8	.3	4	4	-
51 ORE REFINING&FOUNDR	4	.1	4	-	-

Table 20 (continued)

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
52 PROCESS/FOOD, TOBACO	12	.4	8	4	-
53 PROCESSING OF PAPER	43	1.4	19	23	-
54 PROCES/OIL, COAL, GAS	-	-	-	-	-
55 CHEM, PLASTIC, SYN, RUB	202	6.5	124	78	-
56 WOOD AND WOOD PROD	4	.1	-	4	-
57 STONE, CLAY, GLASS	89	2.8	51	39	-
58 LEATHER, TEXTILES	4	.1	4	-	-
59 PROCES/OCCUPATIONS	-	-	-	-	-

Table 20 (continued)

OCCUPATIONS OF THE INSURED UNEMPLOYED
FITCHBURG OFFICE

FEBRUARY-MARCH 1977

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
TOTAL	3124	100.0	1809	1315	16
6 MACHINE TRADES	253	8.1	113	140	-
60 METAL MACHINING	54	1.7	19	35	-
61 METALWORKING OCCUP	58	1.9	16	43	-
62,63 MECHANICS REPAIR	70	2.2	58	12	-
64 PAPERWORKING	12	.4	-	12	-
65 PRINTING	23	.7	4	19	-
66 WOOD MACHING	-	-	-	-	-
67 MACH STONE,CLAY,GLA	-	-	-	-	-
68 TEXTILE	8	.3	4	4	-
69 MACHINE TRADES OCCU	27	.9	12	16	-
7 BENCH WORK	237	7.6	93	144	4
70 FAB.ASSBLY&REPAIR	51	1.6	19	31	-
71 FAB.REPAIR SCI&MED	12	.4	4	8	-
72 ASBLY&REPAIR ELECT	19	.6	16	4	-
73 FAB.REPR ASSRT MATL	35	1.1	12	23	-
74 PAINTING, DECORAT	-	-	-	-	-
75 FAB&REPR PLASTC SYN	19	.6	16	4	-
76 FAB&REPR WOOD PROD	4	.1	-	4	-
77 FAB&REPR SAND STONE	4	.1	-	4	-
78 FAB&REPR TEXTILE	89	2.8	23	66	4
79 BENCH WORK OCCUPAT	4	.1	4	-	-
8 STRUCTURAL WORK	712	22.8	408	303	-
80 METAL FABRICATING	27	.9	19	8	-
81 WELDERS, FLAME CUTT	12	.4	8	4	-
82 ELECTRICAL ASSBLY	54	1.7	39	16	-
84 PAINT,PLASTER,WATER	39	1.2	27	12	-
85 EXCAVAT,GRAD,PAVE	47	1.5	16	31	-
86 CONSTRUCTION OCCUPA	490	15.7	276	214	-
89 STRUCTURAL WORK OCC	31	1.0	12	19	-
9 MISCELLANEOUS	494	15.8	327	167	-
90 MOTOR FREIGHT	167	5.3	109	58	-
91 TRANSPORTATION OCCU	35	1.1	19	16	-
92 PACKAGING&MATERIALS	245	7.8	175	70	-
93 EXTRACT OF MINERALS	4	.1	-	4	-
94 LOGGING OCCUPATIONS	-	-	-	-	-
95 PROD&DIST,UTILITIES	23	.7	12	12	-
96 AMUSE, REC., MOVIES	8	.3	8	-	-
97 GRAPHIC ART WORK	4	.1	-	4	-
999 INFO NOT AVAILABLE	-	-	-	-	-

Table 21

AGE AND AVERAGE WEEKLY EARNINGS OF THE INSURED UNEMPLOYED
FITCHBURG OFFICE

FEBRUARY-MARCH 1977

	TOTAL		MALES		FEMALES	
	NUMBER	PER.	NUMBER	PER.	NUMBER	PER.
TOTAL	3139	100.0	2143	100.0	996	100.0
AGE GROUPS						
TOTAL	3124	99.5	2132	99.5	992	99.6
UNDER 20	-	-	-	-	-	-
UNDER 25	572	18.2	373	17.4	198	19.9
25 - 34	759	24.2	572	26.7	187	18.8
35 - 44	478	15.2	327	15.3	152	15.3
45 - 54	529	16.9	373	17.4	156	15.7
55 - 64	494	15.7	319	14.9	175	17.6
65 & OVER	292	9.3	167	7.8	124	12.4
WEEKLY EARN.						
TOTAL	3139	100.0	2143	100.0	996	100.0
UNDER \$100	696	22.2	296	13.8	401	40.3
\$100-\$149	759	24.2	412	19.2	346	34.7
\$150-\$199	673	21.4	494	23.1	179	18.0
\$200-\$249	385	12.3	331	15.4	54	5.4
\$250-\$299	237	7.6	230	10.7	8	.8
\$300 +	389	12.4	381	17.8	8	.8

Table 22

DURATION MOST RECENT SPELL OF UNEMPLOYMENT - ALL PROGRAMS
FITCHBURG OFFICE

FEBRUARY-MARCH 1977

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
TOTAL	3124	100.0	1809	1315	16
BOTH SEXES	3124	100.0	1809	1315	16
0 - 4 WEEKS	657	21.0	401	257	-
5 - 9 WEEKS	762	24.4	463	300	-
10-14 WEEKS	595	19.0	331	265	8
15-19 WEEKS	354	11.3	214	140	-
20-24 WEEKS	191	6.1	132	58	4
25-29 WEEKS	121	3.9	70	51	-
30 + WEEKS	443	14.2	198	245	4
MEN	2132	68.2	1272	860	12
0 - 4 WEEKS	405	13.0	241	163	-
5 - 9 WEEKS	556	17.8	354	202	-
10-14 WEEKS	405	13.0	241	163	8
15-19 WEEKS	241	7.7	148	93	-
20-24 WEEKS	124	4.0	93	31	4
25-29 WEEKS	93	3.0	54	39	-
30 + WEEKS	307	9.8	140	167	-
WOMEN	992	31.8	537	455	4
0 - 4 WEEKS	253	8.1	159	93	-
5 - 9 WEEKS	206	6.6	109	97	-
10-14 WEEKS	191	6.1	89	101	-
15-19 WEEKS	113	3.6	66	47	-
20-24 WEEKS	66	2.1	39	27	-
25-29 WEEKS	27	.9	16	12	-
30 + WEEKS	136	4.4	58	78	4

ployment and who may need or seek out employment and training services at some time during the year. Tables 24, 25, and 26 give data on the projected 1978 unemployment with race and sex breakouts. In the Fitchburg-Leominster SMSA, the total number of different individuals unemployed is expected to be 11,580, 3 times the projected 1978 annual average number of unemployed persons. In 1978, the projected number of long-term unemployed persons will be 1,165. (Persons who are unemployed 15 or more consecutive weeks in one year are classified as long-term unemployed).

Table 18 lists percentages of regular UI benefit payments to totally unemployed male and female claimants at the Division of Employment Security Unemployment Office in Fitchburg, by industry of last attachment for the 4th quarter of 1976 and the first month of 1977.

VI. Characteristics of Persons in Need of Manpower Services

Projections indicate that by fiscal year 1978 unemployment in the SMSA will stand at approximately 3,900. Many of the unemployed, as well as the underemployed, will be in need of Employment and Training Services. Some of these persons will be included in the group classified by the Department of Labor as economically disadvantaged. By definition an economically disadvantaged person is one who is a member of a family who receives cash welfare payments or whose annual income in relation to family size and location does not exceed the most recently established poverty levels as determined by the U. S. Department of Labor. (Table 26 shows the number of persons expected to be employed part-time for economic reasons in fiscal year 1978).

Table 23 lists cumulative statistics on the characteristics of applicants at the Fitchburg Division of Employment Security Office in the fourth quarter of 1976. During that time period, out of a total of 6,443 registered applicants, 36.7 percent were under 22 years of age

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and 16.5 percent were 45 or over. Welfare recipients accounted for 21.7 percent of the total and 4.2 percent were of minority group status. Persons in these categories are likely to be included in target groups for employment and training services. Many Division of Employment Security job applicants were concentrated in low and semi-skilled occupations, particularly in packaging and materials handling, food servicing, health services, and casting and molding occupations (see Table 12). For many of these applicants, referral to training would upgrade their skills. Another large group of applicants were seeking work in the clerical and saleswork category, particularly in computing and account recording, stenography, typing and filing. The disadvantaged are **typically ill-equipped to compete effectively in the job market**, therefore, they often take the unskilled or low skill jobs other workers, reject on the grounds of low pay and/or unsatisfactory working conditions. Under slack labor market conditions, such as those the area has been experiencing recently, the disadvantaged are pushed out of their position at the bottom of the occupational hierarchy by more qualified workers who, because of the lack of available jobs, are willing to take a low pay/status/skill job temporarily, until economic conditions improve. Recently, the disadvantaged have been facing these unfavorable circumstances as well as one or more of the following barriers to employment: inadequate or obsolete skills, low educational levels and a sporadic work history. Other obstacles to employment include lack of private transportation, which coupled with inadequate public transportation, often makes it impossible for these persons to look for or accept work in outlying areas. Age is another factor as older workers find it difficult to obtain suitable employment. Also, there is a shortage of day care facilities in the area which prevents many qualified women from entering the labor force.

The moderate growth rate in the number of new job openings in the area has resulted in an insufficient aggregate demand for labor and the resultant difficulty job seekers have in finding and obtaining suitable work.

DIVISION OF EMPLOYMENT SECURITY
CHARACTERISTICS OF APPLICANTS
Cumulative October 1976 Through December 1976
Fitchburg SMSA

CHARACTERISTICS OF APPLICANTS	REGISTERED APPLICANTS	INDIVIDUALS COUNSELED	PLACED AFTER COUNSELING	ENROLLED IN TRAINING	TOTAL APPLICANTS PLACED IN JOBS
Age - All Ages	6,443	161	36	4	468
Under 20 years	801	36	12	1	141
20 - 21	623	17	5	0	58
22 - 24	941	19	2	1	51
25 - 29	1,214	20	4	0	78
30 - 39	1,429	37	8	1	81
40 - 44	372	12	1	0	20
45 - 54	645	12	2	1	26
55 - 64	381	7	2	0	12
65 years or older	37	1	0	0	1
Sex	6,443	161	36	4	468
Men	3,683	116	23	2	318
Women	2,760	45	13	2	150
Highest Grade of School Completed	6,443	161	36	4	468
0 - 7	302	21	3	0	18
8 - 11	2,138	81	19	2	187
12	2,637	52	13	1	189
Over 12 years	1,366	7	1	1	74
Handicapped	431	59	7	1	21
CETA	115	4	1	0	5
Welfare	1,401	34	9	4	45
WIN	1,325	24	9	4	41
Ethnic Group	6,443	161	36	4	468
White	6,170	150	34	4	440
Black	228	10	2	0	24
Other	45	1	0	0	4
Spanish Surname	284	10	9	0	17
Vietnam - ERA Veteran	901	26	22	0	72

Table 24

Characteristics of the Unemployed

Projected Fiscal Year 1978 Average

Age	White Male		Nonwhite Male	
	Number Unemployed	Rate	Number Unemployed	Rate
Total	1,912	7.0	37	9.8
16 - 19	241	8.0	NA	NA
20 - 24	542	13.0	NA	NA
25 - 34	470	7.4	NA	NA
35 - 44	136	3.1	NA	NA
45 - 64	468	5.4	NA	NA
65 and Over	55	6.3	NA	NA

Age	White Female		Nonwhite Female	
	Number Unemployed	Rate	Number Unemployed	Rate
Total	1,895	9.4	16	8.0
16 - 19	296	10.4	NA	NA
20 - 24	310	10.5	NA	NA
25 - 34	370	9.0	NA	NA
35 - 44	255	8.6	NA	NA
45 - 64	584	9.1	NA	NA
65 and Over	80	8.8	NA	NA

Table 24 (continued)
 Characteristics of the Unemployed
 Projected Fiscal Year 1978 Average

Category	Number Unemployed	Unemployment Rate
White Male	1,912	7.0
White Female	1,895	9.4
Nonwhite Male	37	9.8
Nonwhite Female	16	8.0
Total Unemployed	3,860	8.0
Female	2,091	9.4
Black	NA	NA
Other	NA	NA
Spanish	NA	NA
Vietnam Era Veteran	242	XX

Note: NA - Not Available

Table 25
Additional Unemployment Projections
Fiscal Year 1978

	Unemployment	Unemployment Rate	Long-Term Unemployment	Number of Different Individuals Unemployed During Year
Total	3,860	8.0	1,165	11,580
White Male	1,912	7.0	617	-
White Female	1,895	9.4	535	-
Nonwhite Male	37	9.8	11	-
Nonwhite Female	16	8.0	NA	-

Note: NA - Not Available

Table 26
 ADDITIONAL PLANNING DATA PROJECTIONS
 FISCAL YEAR 1978

	Employed Part-Time for Economic Reasons
TOTAL	1,711
White Male	805
White Female	873
Nonwhite Male	19
Nonwhite Female	14

	Economically Disadvantaged 18 Years and Over
TOTAL	5,740
White	5,577
Black	41
Other	66
Spanish	56

VII. Labor Supply/Demand Imbalances

In making comparisons between the supply and demand for workers, the Worcester Job Bank Area was used as the source of data because the Fitchburg-Leominster SMSA (and most of the Gardner CETA Area) lie within its boundaries and many jobs listed in it are available to SMSA (and CETA Area) residents.

According to an analysis of the rates of applicants to openings in the Worcester Job Bank as of February 28, 1977, the greatest surpluses of applicants were in miscellaneous work which includes such occupations as material handlers, hand packers, stock boys, warehousemen and truck drivers. There were 28 applicants for every job in this category. Low pay and poor working conditions are probably the key explanations for the imbalance.

Although there were 16 applicants to each job in farming, fishery and forestry, the significance of this ratio is minor because of the small number of jobs in this category.

The most significant imbalances occurred in the processing and structural work categories (16 to 1 and 15 to 1). However, in November 1976, the ratio of structural jobs, which are found mostly in the construction industry, was 25 applicants to one job opening.

WORCESTER JOB BANK

COMMENTS

Professional, Technical, and Managerial

During the period between January 1977 and February 1977, openings for this major occupational category increased slightly 8.8 percent up from January's total of 248 openings. There were slight changes scattered throughout the subgroups, the two major exceptions being medicine and health (+27), and architecture and engineering (-25).

Clerical and Sales Work

Openings in the Clerical and Sales Work category increased moderately 18.1 percent over January's total of 287 unfilled job openings to February's total of 339 openings. The most notable subgroup increases were stenography, typing, filing, and related occupations (+22) and computing and account-recording (+21).

Services

Openings for this category increased substantially rising more than 52 percent over the January to February period, an increase of 102 unfilled job openings. The total number of openings in this category, when related to the total number of openings in the Worcester Job Bank, rose 5.6 percentage points bringing the total to 20.1 percent of total openings. The largest increase occurred in food and beverage preparation and service (+81), where the specific occupation of waiter/waitress increased (+47) and cooks (+18). Another increase was noted in miscellaneous personal service (+11).

Processing

This occupational category increased from 23 openings for January 1977 to 29 for February which represented 2.0 percent of total unfilled openings.

Bench Work

The demand for workers in the Bench Work category diminished by one-third as the 176 openings registered in January declined to 118 openings in February. The percent of openings in this category, in relation to the total number of job openings, slipped 5.1 percentage points to 8.1 percent of total openings. This decline was brought upon by assembly and repair of electrical equipment (-34), where the specific occupational demand for electronics assemblers dropped 54 percent down (-37) openings. Also, on the decline was the subgroup of fabrication and repair of products made from assorted materials (-22).

COMMENTS (Continued)

Structural Work

Total unfilled openings for structural workers dropped slightly 11 percent during the period from January 1977 to February 1977. This decrease in openings was due mainly to the electrical assembling, installing, and repairing subgroup category which experienced a (-16) decrease in openings.

Miscellaneous Work

Unfilled job openings in this major category increased 20 percent up from the 49 openings recorded for January to 59 openings for February 1977. The most notable increase was in the packaging and materials handling (+21), while a decline of 12 openings was recorded in the amusement, recreation, and motion picture occupations, n.e.c. subgroup category.

TABLE 27

Comparison of Job Vacancies by Major Occupational Categories

Worcester Job Bank

February 1977 - January 1977

Major Occupational Categories	February 1977		January 1977	
	Total	Percent	Total	Percent
Professional, Technical, & Managerial	270	18.4	248	18.6
Clerical & Sales Work	339	23.1	287	21.5
Services	295	20.1	193	14.5
Farming, Fishery, Forestry, & Rel. Work	10	0.7	2	0.2
Processing	29	2.0	23	1.7
Machine Trades	278	19.0	280	21.0
Bench Work	118	8.1	176	13.2
Structural Work	67	4.6	75	5.6
Miscellaneous Work	59	4.0	49	3.7
ALL OPENINGS	1,465	100.0	1,333	100.0

TABLE 28

Unfilled Job Openings, By Major Occupational Category
And Selected Occupational Groups, Including Related Wage Data
Worcester Job Bank
February 28, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
0,1 PROFESSIONAL, TECHNICAL, & MANAGERIAL	270			
00,01 Architecture & Engineering	60			
003.081 Electrical Engineer	11	\$192	\$385	\$390
003.181 Instrumental Engineer	19	125	200	500
003.187 Systems Engineer	8	192	255	327
012.188 Industrial Engineer	5	192	231	316
02 Mathematics & Physical Sciences	38			
020.088 Program Analyst	8	209	350	481
020.168 Senior Programmer, Computers	8	269	332	385
020.188 Programmer, Computers	17	231	298	346
04 Life Sciences	6			
07 Medicine & Health	76			
075.128 Head Nurse	8	138	192	254
075.378 Registered Nurse	21	150	174	210
079.378 Licensed Practical Nurse	28	120	150	200
09 Education	12			
10 Museum, Library, & Archival Sciences	5			
13 Writing	2			
14 Art	1			
16 Administrative Specializations	28			
160.188 Accountant	9	125	212	423
163.118 Marketing Manager	7	138	162	200
169.168 Administrative Assistant	5	100	269	462
18 Managers & Officials, N.E.C.	26			
185.168 House Manager	5	120	170	288
187.168 Manager, Store	5	120	140	330
19 Professional, Technical, & Managerial	16			
195.108 Social Worker	7	175	250	257

TABLE 28
Unfilled Job Openings (Continued)
Worcester Job Bank
February 28, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
2 CLERICAL & SALES WORK	339			
20 Stenography, Typing, Filing, & Related Occupations	98			
201.368 Secretary	45	\$100	\$127	\$170
209.388 Clerk Typist	30	94	120	159
209.588 General Office Clerk	12	81	118	150
21 Computing & Account-Recording	101			
210.388 Bookkeeper	24	110	127	155
212.368 Teller	10	92	106	110
213.382 Card-Tape-Converter Operator	11	160	165	186
213.582 Key Punch Operator	16	107	130	170
219.388 General Office Clerk	27	95	120	288
22 Material & Production Recording	17			
23 Information & Message Distribution	17			
239.887 Telephone Directory Deliverer	10	92	92	92
24 Miscellaneous Clerical Work	10			
25 Sales Agent, Services	48			
250.258 Sales Agent, Insurance	46	100	144	200
26, 27, 28 Sales Agent & Salesperson, Commodities	20			
29 Merchandising Occupations, Except Sales	28			
3 SERVICES	295			
30 Domestic Service	33			
306.878 Housekeeper	19	30 <u>1</u> /	66	100
31 Food & Beverage Preparation & Service	139			
311.878 Waiter/Waitress	66	52 <u>1</u> /	92	112
313.381 Cook	42	120	126	180
318.887 Kitchen Helper	12	92	95	106
32 Lodging & Related Service	5			

TABLE 28
Unfilled Job Openings (Continued)
Worcester Job Bank
February 28, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
33 Barbering, Cosmetology, & Related Service	6			
35 Miscellaneous Personal Service	50			
355.878 Nurse Aide	30	\$ 88	\$109	\$125
359.878 Special Service Assistant	12	92	157	170
36 Apparel & Furnishings Service	3			
37 Protective Service	27			
372.868 Security Guard	22	92	93	104
38 Building & Related Service	27			
381.887 General Maintenance Person	26	92	122	170
4 FARMING, FISHERY, FORESTRY, & RELATED WORK	10			
40 Plant Farming	9			
42 Miscellaneous Farming, & Related Work	1*			
5 PROCESSING	29			
50 Processing of Metal	6			
51 Ore Refining & Foundry Work	4			
52 Processing of Food, Tobacco, & Rel. Prod.	4			
55 Chemicals, Plastics, Synthetics, Rubber, Paint, & Related Products	13			
58 Leather, Textiles, & Related Products	2			
6 MACHINE TRADES	278			
60 Metal Machining	120			
600.280 Machinist	27	120	200	240
601.280 Tool Maker	26	120	170	230
61 Metalworking Occupations, N.E.C.	31			
616.380 Embossing Toolsetter	22	130	136	250



TABLE 28
Unfilled Job Openings (Continued)
Worcester Job Bank
February 28, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
62, 63 Mechanics & Machinery Repairers	25			
620.281 Automobile Mechanic	12	\$100	\$140	\$244
64 Paperworking	7			
65 Printing	2			
66 Wood Machining	6			
68 Textile	40			
682.885 Frame Spinner	25	100	116	134
69 Machine Trades Occupations, N.E.C.	47			
690.782 Arch-Cushion-Skiving Machine Oper.	39	110	110	120
7 BENCH WORK	118			
70 Fabricating, Assembly, & Repair of Metal Products, N.E.C.	5			
71 Fabrication & Repair of Scientific & Medical Apparatus, & Related Products	13			
711.138 Bench Lay-Out Person	10	126	126	126
72 Assembly & Repair of Electrical Equip.	45			
726.781 Electronics Assembler	20	96	110	114
73 Fabrication & Repair of Products Made From Assorted Materials	5			
74 Painting, Decorating, & Rel. Occupations	5			
76 Fabrication & Repair of Wood Products	3			
78 Fabrication & Repair of Textile, Leather, & Related Products	42			
786.782 Sewing Machine Operator, Garment	19	92	94	118
787.782 Sewing Machine Oper., Nongarment	11	96	110	120
8 STRUCTURAL WORK	67			
80 Metal Fabricating, N.E.C.	8			

TABLE 28
Unfilled Job Openings (Continued)
Worcester Job Bank
February 28, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
81 Welders, Flame Cutters, & Related Work	19			
812.884 Combination Welder	17	\$130	\$130	\$130
82 Electrical Assembling, Installing, & Repairing	8			
84 Painting, Plastering, Waterproofing, Cementing, & Related Work	1			
86 Construction Occupations, N.E.C.	10			
89 Structural Work Occupations, N.E.C.	21			
899.884 Maintenance Repairer, Helper	11	120	140	168
9 MISCELLANEOUS WORK	59			
90 Motor Freight	8			
91 Transportation Occupations, N.E.C.	5			
92 Packaging & Materials Handling	40			
920.887 Packager, Hand	10	92	100	110
925.887 Material Handler	25	92	109	202
95 Production & Distribution of Utilities	5			
97 Graphic Art Work	1			
GRAND TOTAL	1,465			

* Includes out-of-state openings.

** Includes full time openings only.

1/ Plus tips, commission, or other fringe benefits.

TABLE 29
PERCENTAGE COMPOSITION OF ACTIVE JOB APPLICANTS
AND
UNFILLED JOB OPENINGS BY MAJOR OCCUPATIONAL CATEGORY*
February 28, 1977

OCCUPATIONAL CATEGORY	% Composition of D.E.S. Active Applicants <u>1/</u>	% Composition of Unfilled Job Openings <u>2/</u>	Ratio of Applicants to Openings
TOTAL	100.0	100.0	7/1
Professional, Technical, & Managerial	14.8	18.4	5/1
Clerical & Sales Work	23.3	23.1	7/1
Services	15.1	20.1	5/1
Farming, Fishery, & Forestry	1.6	0.7	16/1
Processing	3.1	2.0	10/1
Machine Trades	9.7	19.0	3/1
Bench Work	5.2	8.1	4/1
Structural Work	10.3	4.6	15/1
Miscellaneous Work	16.9	4.0	28/1

1/ Source: Table 96, ESARS, February 28, 1977.

2/ Open Order Job Bank, February 28, 1977.

* ESARS data for the Worcester Labor Area does not strictly conform to the Worcester Job Bank Area. The job bank area includes cities and towns not covered by the Worcester Labor Market Area.

VIII. Training Programs

a. Comprehensive Employment and Training Act

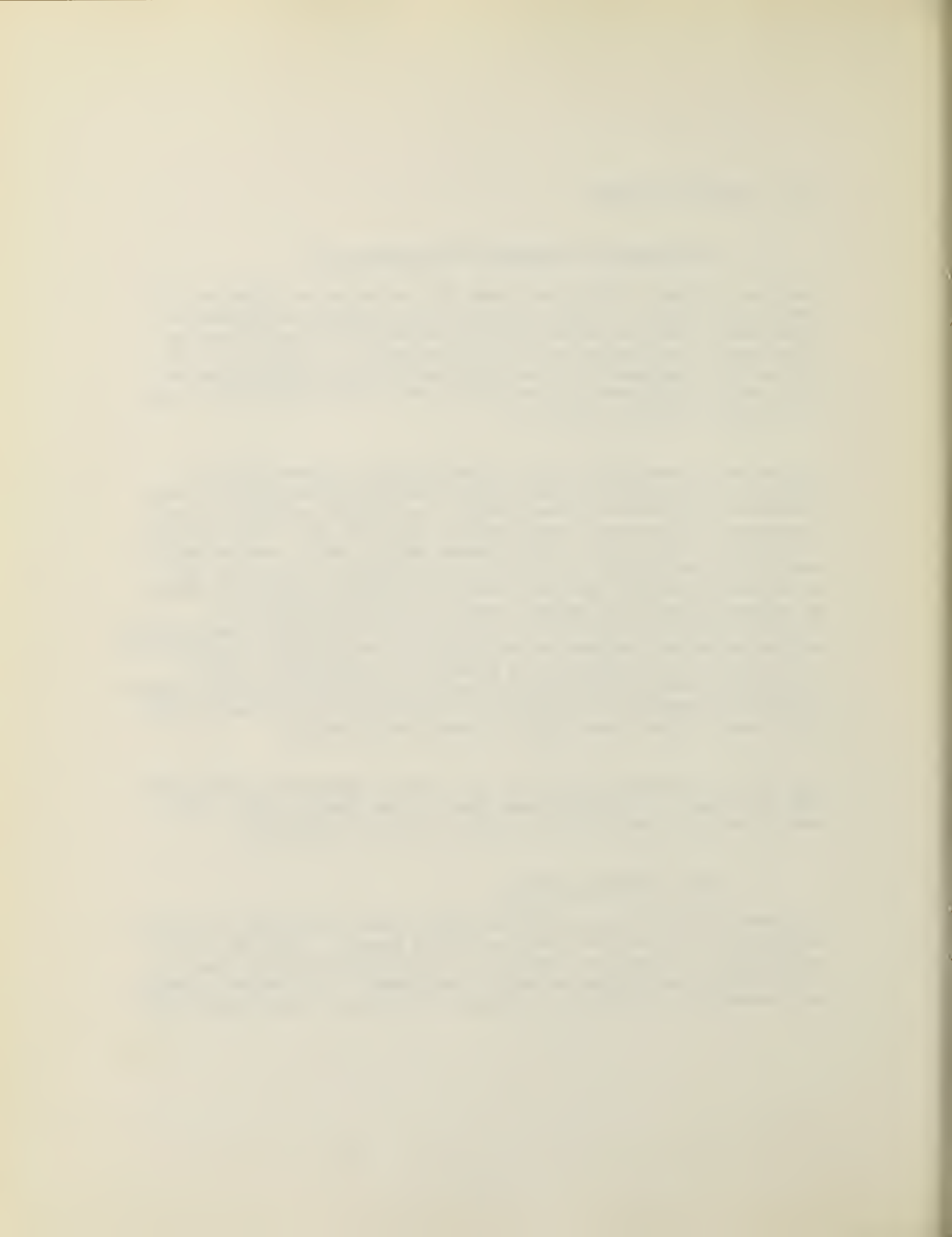
Training programs administered under the Comprehensive Employment and Training Act (CETA) for all communities in the Fitchburg-Leominster Labor Market Area are operated by the Gardner CETA Consortium as a subgrantee of the Balance of State Prime Sponsor. Fiscal Year 1977 Gardner CETA programs have been funded at just over \$10 million and will provide employment and training to over 3,000 individuals before the current allocation runs out.

The Gardner Consortium's Title I appropriation is presently \$1.7 million. It is now being used to give classroom instruction in basic education, English-as-a Second-Language and skills training (in such occupations as secretary, cook, machine operator, test technician and welder) to a total of 290 disadvantaged youths, public service employment (at minimum wages) to 567 hardcore unemployed individuals and subsidized on-the-job training to an additional 31 unemployed workers at various firms in the private sector. Title II and Title VI programs have been funded at \$2.4 million and \$5.4 million respectively and are being used to provide public service and private nonprofit jobs to a total of 927 individuals at salaries up to \$10,000 per year. Finally \$700,000 in Title III funds are now available to provide public and private nonprofit work experience positions to an estimated 1,250 young people under Gardner CETA's Summer Youth Program.

The Gardner consortium anticipate their total appropriation for fiscal 1978 to be some ten percent below that for the present year. Hence cuts in at least some of these programs should be expected.

b. Work Incentive Program

The Work Incentive Program (WIN) assists welfare recipients in the Aid to Families with Dependent Children (AFDC) program. Its aim is to rehabilitate and move men, women and out-of-school youth 16 years of age and over from welfare to regular employment. The program provides job counselling, training and placement assistance. See Tables 30 and 31.



C. Other Training Programs

Beside Gardner CETA and the Work Incentive (WIN) program of the Division of Employment Security, the only other training programs in the Labor Market Area currently being offered are those at the area's public vocational high schools, specifically at Leominster Trade and at the Montachusett Regional Vocational Technical School in Fitchburg. The latter in particular offers a comprehensive set of skills training courses, ranging from welding and electronics to home economics and nursing, to youths who are still in school.

Table 30

Characteristics of New Applicants
Fitchburg-Leominster WIN Program
September 1, 1976 - May 31, 1977

	Applicants	Percentage
Total	581	
Female	307	52.8
Black	11	1.9
Spanish	77	13.3
Handicapped	60	10.3
Veterans	98	16.9
Vietnam Era Veterans	60	10.3
Under 22	119	20.5
Over 45	57	9.8
UI Claimants	104	17.9
Economically- Disadvantaged	579	99.7

Source: ESARS

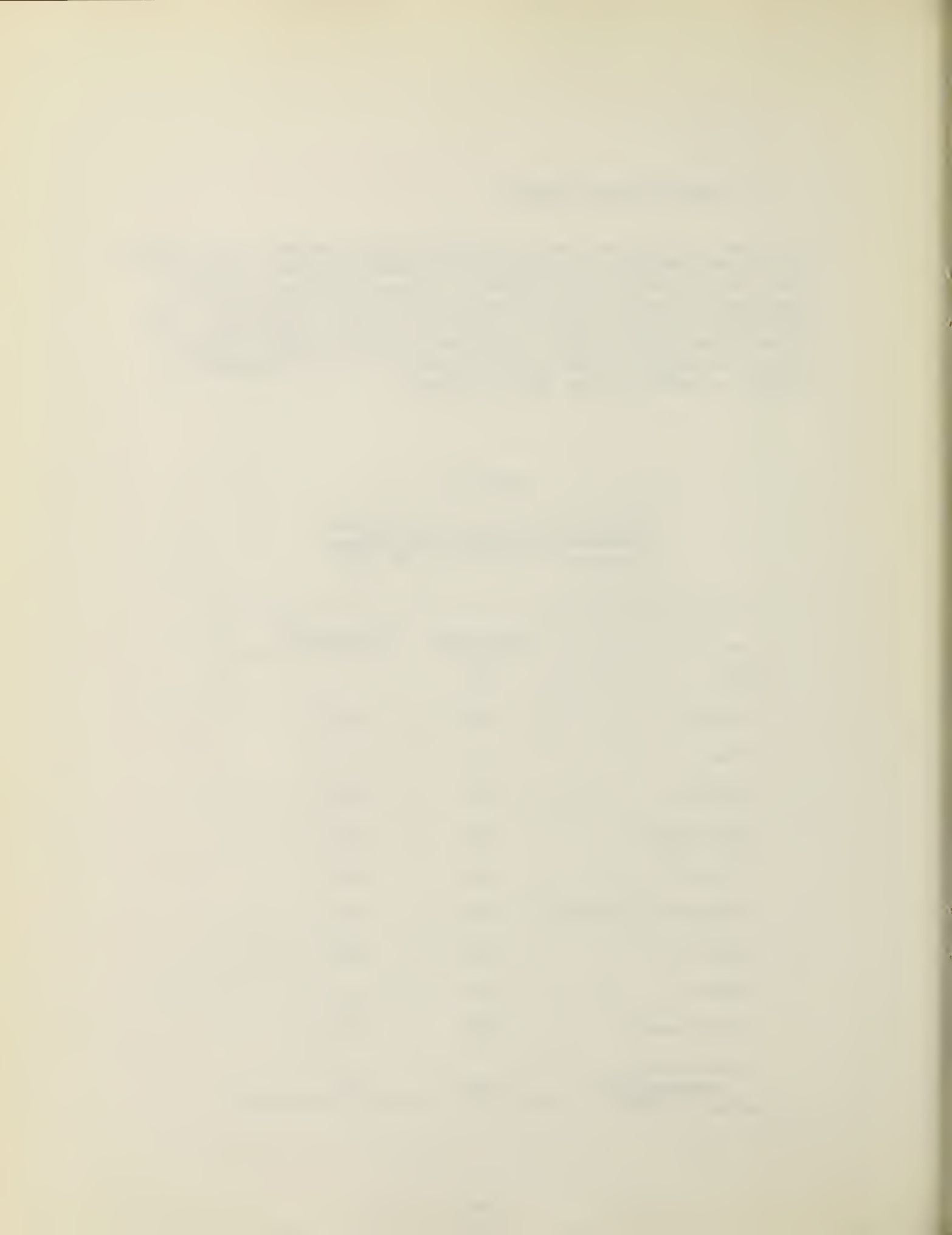


Table 31

Services to New Applicant
Fitchburg-Leominster WIN Program
September 1, 1976 - May 31, 1977

Activity	
Counseling	43
Testing	6
Referred to Supportive Service	32
Placed after Counseling	17
Enrollment in Training	17
WIN work Experience	5
WIN/OJT	12
Job Development Contacts	269
Placement as result of Contacts	82
Referred to Job	97
Placed	91

Source: ESARS

TABLE 32

FITCHBURG-LEOMINSTER LABOR AREA

1970	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	ANN-AV
EMPLOY	39100	38300	37800	39600	39500	39500	37000	37100	38400	39200	38800	38500	38600
UNEMPLOY	1900	2000	2000	1800	2000	2700	2700	2500	2400	2100	2400	2600	2300
LABOR FORCE	41000	40300	39800	41400	41500	42200	39700	39600	40800	41300	41200	41100	40900
UNEMP RATE	4.6	5.0	5.0	4.3	4.8	6.4	6.8	6.3	5.9	5.1	5.8	6.3	5.6
1971													
EMPLOY	37400	46500	37700	38200	38000	38200	36500	36800	37900	38800	39300	39200	38700
UNEMPLOY	3100	3200	3100	3000	3500	4300	4100	3600	3000	2700	3200	3700	3400
LABOR FORCE	40500	49700	40800	41200	41500	42500	40600	40400	40900	41500	42500	42900	42100
UNEMP RATE	7.7	6.4	7.6	7.3	8.4	10.1	10.1	8.9	7.3	6.5	7.5	8.6	8.1
1972													
EMPLOY	38100	38200	38800	39600	39100	40300	39400	39700	40400	40800	40500	40700	39600
UNEMPLOY	3400	3700	3700	3500	2800	3200	3300	2900	2400	2200	2500	2900	3000
LABOR FORCE	41500	41900	42500	43100	41900	43500	42700	42600	42800	43000	43000	43600	42600
UNEMP RATE	8.2	8.8	8.7	8.1	6.7	7.4	7.7	6.8	5.6	5.1	5.8	6.7	7.0
1973													
EMPLOY	40800	40900	41400	41800	42300	42700	41500	41700	43000	43200	43000	42900	42100
UNEMPLOY	3300	3200	3100	2700	2400	2800	3200	2700	2600	2500	2500	3000	2800
LABOR FORCE	44100	44100	44500	44500	44700	45500	44700	44400	45600	45700	45500	45900	44900
UNEMP RATE	7.5	7.3	7.0	6.1	5.4	6.2	7.2	6.1	5.7	5.5	5.5	6.5	6.2
1974													
EMPLOY	43100	43100	42700	43100	43600	43700	42200	42200	42700	42400	41700	41600	42700
UNEMPLOY	3700	3600	3400	3200	2800	3400	3900	3400	3500	3500	4100	4900	3600
LABOR FORCE	46800	46700	46100	46300	46400	47100	46100	45600	46200	45900	45800	46500	46300
UNEMP RATE	7.9	7.7	7.4	6.9	6.0	7.2	8.5	7.5	7.6	7.6	9.0	10.5	7.8
1975													
EMPLOY	42600	41900	41900	41500	41900	42300	40500	41200	41800	42100	42100	41500	4180
UNEMPLOY	5900	6700	6700	6300	6800	7500	7700	6500	6200	6000	5900	5700	650
LABOR FORCE	48500	48600	48600	47800	48700	49800	48200	47700	48000	48100	48000	47200	4830
UNEMP RATE	12.2	13.8	13.8	13.2	14.0	15.1	16.0	13.6	12.9	12.5	12.3	12.1	13.3
1976													
EMPLOY	43000	43100	43800	43200	43500	43800	42700	42900	43500	43000	43300	43600	4310
UNEMPLOY	6400	6500	6000	5500	5100	5300	5100	4100	4100	3800	3700	3900	500
LABOR FORCE	49400	49600	49800	48700	48600	49100	47800	47000	47600	46800	47000	47500	4810
UNEMP RATE	13.0	13.1	12.0	11.3	10.5	10.8	10.7	8.7	8.6	8.1	7.9	8.2	10.3



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ANNUAL PLANNING

INFORMATION REPORT FISCAL YEAR 1979

JOHN F. HODGMAN, DIRECTOR, AFFILIATED WITH

MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY,

EMPLOYMENT AND TRAINING ADMINISTRATION, U.S. DEPARTMENT OF LABOR

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FITCHBURG-
LEOMINSTER

SMSA

JOB
SERVICE



ANNUAL PLANNING INFORMATION REPORT

FISCAL YEAR 1979

FITCHBURG-LEOMINSTER, MASSACHUSETTS

STANDARD METROPOLITAN STATISTICAL AREA

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P R E F A C E

The Annual Planning Information Report (APIR) is an analytical and statistical report which summarizes manpower developments and problems in specific labor areas. The report covers developments for the Fitchburg-Leominster Standard Metropolitan Statistical Area as a whole, and for specific sections within the LMA, where manpower and unemployment problems are concentrated, such as the inner city.

The APIR is intended for use both in employment security and manpower operations and for public distribution to manpower and community planners, educators, antipoverty organizations, local and state officials, business, labor, and community leaders, and others who need accurate and timely area manpower and job market information for decision making purposes.

Within the employment security system, data and analyses contained in The Annual Planning Information Report are needed to carry out local, state, regional, and national office responsibilities under existing human resources, manpower development, and manpower utilization programs and to implement Federal programs to alleviate local unemployment.

I. Highlights and Conclusions

The recovery from the recession of 1975 is about complete. For the past two years the unemployment rate has been falling from a high of 15.0 percent (February, 1975) to the present level of 5.3 percent (April, 1978), more people are employed and less are unemployed. Now the large gains in employment have ceased, the unemployment rate will continue to fall but at a slower rate, it might even go up. What is of major concern is the shift in population in the SMSA. For as you lose population you lose the labor force and as you lose the labor force you lose jobs and as you lose jobs you lose production and, etc. In recent years the population of Fitchburg has been declining while the population of Leominster has been increasing. The SMSA as a whole has been decreasing. This should be taken as a natural course of events. Central cities across the nation have been losing people for a decade now to the suburbs. Fortunately, Fitchburg has done well in comparison with some other central cities. Some indicators are now starting to show that the population shift is slowing down and in fact could stabilize in the future.

The year 1978 will be a year of readjustment. The economy is slipping into a new phase where any gains in the economy will be planned and deliberate. There will be much testing of the economy to find out where it is going. In addition to this fact it takes sometime before the general public realizes what is going on. By the time they do, it will be close to 1979.

When the year 1979 rolls around the economy will be relatively stabilized with slight gain's in economic indicators. What is going to slow the economy down is inflation. The growth that we experience now is inflation in the future. There are three major considerations of inflation; the value of the dollar, the supply of money, and interest rates. How they are treated on a national level will determine the local economy as well. Even with the high or low rate of inflation, 1979 can be expected to be a "good year".

I. Description of Area

A. Definition of Area

Located in Northcentral Massachusetts the Fitchburg-Leominster SMSA consists of the central cities of Fitchburg and Leominster and the towns of Lunenburg, Westminster, Shirley and Townsend. The two cities cover an area of over 215 square miles. The land is hilly and will vary from 400 to 1,000 feet above sea level. Many lakes and ponds cover the area as well as the flow of the Nashua and Squannacook Rivers, which were a source of energy in the past. The major routes of transportation east and west are routes 22A and 19; north and south are routes 12, 13, 31 and 190. Interstate 190 is projected to run from route 2 to Worcester. The area is served by two daily newspapers, two hospitals and two colleges. There are over 300 manufacturers in the Fitchburg SMSA with major production in the areas of paper, plastics, electronic modules, tools, textiles, machinery, castings, turbines, shoes, steel fabrication and locks.

B. Population and Labor Force Characteristics and Trends

According to the 1970 Census, the population of the SMSA grew at a slower pace than that of both the state and the nation during the sixties. The population of Fitchburg was relatively stable with growth at plus 0.7 percent while Leominster grew at 17.9 percent.

Population of Fitchburg-Leominster SMSA

Table 1

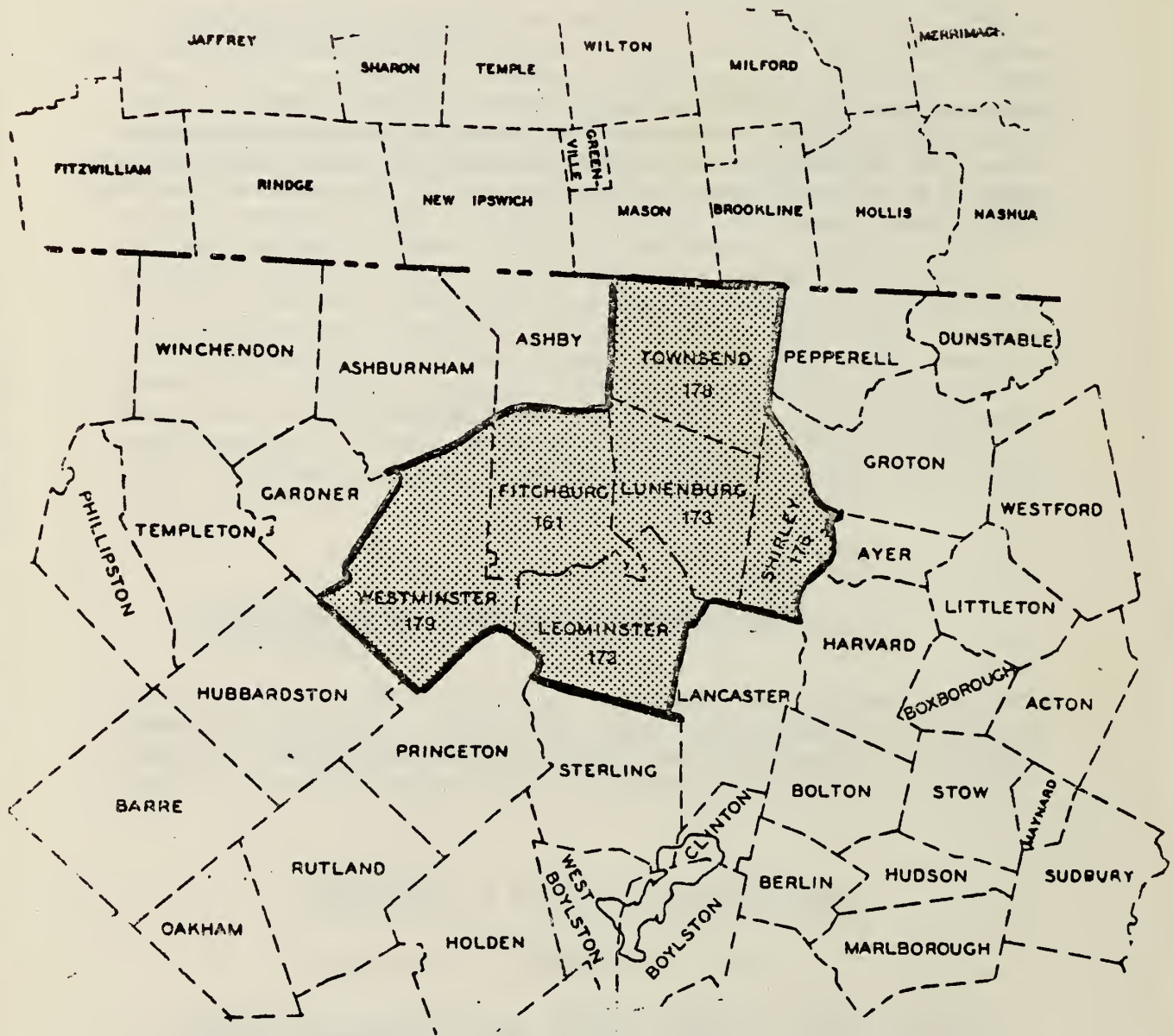
	1975	1970	Change	Percent
Fitchburg-Leominster SMSA	97,201	97,164	+ 37	+ 0.04
Fitchburg	38,976	43,343	-4,367	-10.1
Leominster	35,493	32,939	+2,554	+ 7.8
Shirley	4,844	4,909	- 65	- 1.3
Townsend	5,167	4,281	+ 886	+20.7
Westminster	4,533	4,273	+ 260	+ 6.1
Lunenburg	8,188	7,419	+ 769	+10.4

Source: U. S. Dept. of Commerce, Bureau of the Census

C. Racial and Ethnic Characteristics

In 1970, the population of the SMSA was 98.9 percent white and 1.1 percent nonwhite. The racial mix of the area has remained relatively stable, and by fiscal year 1979, the white population of the area will total 95,585 or 98.8 percent, and the nonwhite population will total 1,079. In 1970 women accounted for 39.6 percent of the labor force, but their participation will continue to grow and projections indicate that by 1979 they will account for 42.2 percent of the total labor force.

FITCHBURG-LEOMINSTER SMSA



THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

As Defined By
U.S. Office of Management & Budget
27 April 1973

March 1975

Table 2

POPULATION AND LABOR FORCE COMPOSITION PROJECTIONS
FISCAL YEAR 1979

Fitchburg-Leominster LMA

	Population	Labor Force	Employ	Unemploy	Unemploy Rate	Labor Force Participation Rate
TOTAL	96,664	44,975	42,020	2,955	6.6	64.2
White Male	45,773	25,684	24,253	1,430	5.6	79.2
0-15	13,459	--	--	--	--	--
16-17	1,968	1,317	1,234	83	6.3	66.9
18-19	1,968	1,518	1,421	97	6.4	77.1
20-24	4,187	3,815	3,413	407	10.6	91.2
25-34	6,238	5,888	5,535	353	6.0	94.4
35-44	4,414	4,146	4,044	104	2.5	93.9
45-64	9,602	8,219	7,868	345	4.2	85.6
65 +	3,937	779	738	41	5.2	19.8
White Female	49,812	18,850	17,362	1,489	7.9	55.4
0-15	13,083	--	--	--	--	--
16-17	1,942	1,395	1,263	132	9.5	71.8
18-19	1,942	1,328	1,228	100	7.5	68.4
20-24	4,159	2,637	2,393	244	9.2	63.4
25-34	7,006	3,837	3,546	291	7.5	54.8
35-44	4,595	2,911	2,711	200	6.8	63.4
45-64	10,811	6,134	5,675	459	7.4	56.7
65 +	6,274	608	546	62	10.2	9.7
Nonwhite Male	589	289	265	24	11.2	66.1
0-15	219	--	--	--	--	--
16-17	25	15	NA	NA	NA	59.3
18-19	25	13	NA	NA	NA	52.3
20-24	35	31	NA	NA	NA	88.1
25-34	79	74	NA	NA	NA	93.9
35-44	62	54	NA	NA	NA	88.3
45-64	126	102	NA	NA	NA	81.0
65 +	18	0	NA	NA	NA	0.0
Nonwhite Female	490	152	140	12	8.2	47.2
0-15	174	--	--	--	--	--
16-17	22	16	NA	NA	NA	95.6
18-19	22	0	NA	NA	NA	0.0
20-24	28	9	NA	NA	NA	33.5
25-34	93	51	NA	NA	NA	48.2
35-44	51	47	NA	NA	NA	83.9
45-64	64	23	NA	NA	NA	35.9
65 +	36	6	NA	NA	NA	33.4

Source: Department of Employment Security - Research Department

Table 3
Population Change in the State,
The Fitchburg-Leominster SMSA
And The
Cities and Towns in the Area

Area	Population		1975-1980	
	1975	1980 ^{1/}	Number	Percent
Massachusetts	5,812,489	5,857,983	+45,494	+ 0.78
The SMSA	96,576	107,753	+11,177	+11.5
In Central Cities	74,469	83,072	+ 8,603	+11.5
Fitchburg	38,976	42,189	+ 3,213	+ 8.2
Leominster	35,493	40,883	+ 5,390	+15.1
Outside Central Cities	22,098	24,681	+ 2,583	+11.7
Middlesex County				
Shirley Town	4,844	4,712	- 132	- 2.7
Townsend Town	4,533	6,041	+ 1,508	+33.3
Worcester County				
Fitchburg City	38,976	42,189	+ 3,213	+ 8.2
Leominster City	35,493	40,883	+ 5,390	+15.1
Lunenburg Town	8,188	8,533	- 345	- 4.2
Westminster Town	4,533	5,395	+ 862	+19.0

^{1/} Source: Montachusett Regional Planning Commission

Table 4
 Characteristics of the Population
 Projected Year 1979 Average
 Fitchburg-Leominster SMSA

Age	Male		Female	
	White	Nonwhite	White	Nonwhite
TOTAL	45,773	589	49,812	490
0 - 15	13,459	219	13,083	172
16 - 19	3,936	50	3,884	44
20 - 24	4,187	35	4,159	28
25 - 34	6,238	79	7,006	93
35 - 44	4,414	62	4,595	56
45 - 64	9,602	126	10,811	61
65+	3,937	18	6,274	36
Total Population			96,664	
Female			50,138	
Black			778	
Other			301	

Source: Lawrence Berkeley Laboratory
 University of California

Table 5

Nonagricultural Wage and Salary Employment
Fiscal Years 1976 and 1977
Projected Fiscal Years 1978 and 1979

Fitchburg-Leominster SMSA

Industry	Actual		Projection	
	Fiscal Year Average '76	Fiscal Year Average '77	Fiscal Year Average '78	Fiscal Year Average '79
Nonagricultural Total	35,999	36,278	36,970	37,570
Manufacturing Total	16,620	16,911	17,480	17,880
Durable Goods	6,426	6,571	6,590	6,750
Primary Metals	165	212	240	240
Fabricated Metals	1,201	1,157	1,200	1,250
Machinery (Non. Elec.)	3,933	3,940	3,900	3,950
Furniture & Fixtures	537	464	490	530
Lumber	216	352	300	300
All Other Durable Goods *	374	446	460	480
Nondurable Goods Total	10,194	10,340	10,890	11,130
Rubber & Plastics	3,945	4,824	5,300	5,500
Paper & Allied Products	1,697	1,861	1,900	1,900
Apparel & Allied Products	863	810	790	780
Textiles	622	586	600	580
Printing & Publishing	713	753	750	760
Chemicals	1,515	697	750	800
All Other Nondurable Goods**	839	809	800	810
Nonmanufacturing Total	19,379	19,367	19,490	19,690
Contract Construction	934	960	1,000	1,100
Trans., & Public Utilities	1,333	1,330	1,300	1,280
Wholesale & Retail Trade	8,396	8,230	8,200	8,200
Finance, Ins., & Real Estate	1,224	1,192	1,200	1,220
Service, Misc., & Mining	4,902	5,065	5,200	5,300
Government Total	2,590	2,590	2,590	2,590

* Petroleum, Stone, Clay & Glass; Elec. Machinery; Motor Veh.; Prof. & Scientific;

** Leather; Food and Misc. Mfg.

Note: Fiscal Year Runs from October 1 through September 30.

III. Economic Outlook

In making an economic forecast for fiscal years 1978 and 1979, it is assumed that the following conditions will prevail:

1. Inflation will be a serious threat to the economy. Its force will be lessened somewhat by Federal action yet it will continue to be a dominant factor in the economy.
2. Unemployment will not be a dominant factor in the economy.
3. No serious economic catastrophies are foreseen in the future, e.g. Oil Embargo.
4. Interest rates will continue to be high due to manipulation by the Federal Reserve Bank as well as a tight supply in order to stem inflation. People will still borrow money but only if they are confident on the return from the investment.
5. Confidence in the economy will start to return by 1978 and will be a positive factor in the economy of 1979.
6. No new state and local taxes, not to include slight increases in the rate of taxation.
7. Continued or new business investments in plants and equipment locally and nationwide.
8. No major labor disputes or plant closings.
9. The loss in population for the area is slowing down and could reverse itself in a few years.
10. Continued, limited, growth in the contract construction industry.

Table 6
Changes in Nonagricultural Employment
By Industry
Fitchburg-Leominster SMSA

SIC	Industry	1975	1979 ^{3/}	Percent Change
	Total Nonagricultural	35,999	35,570	+ 4.3
	Manufacturing	16,620	17,880	+ 7.5
	<u>Durable Goods</u>	6,426	6,750	+ 5.4
25	Furniture	537	530	- 0.1
33	Primary Metals	165	240	+45.5
35	Machinery (nonelec.)	3,933	3,950	0.0
34	Fabricated Metals	1,201	1,250	+ 4.0
24	Lumber	216	300	+ 3.9
	Other Durable Goods <u>1/</u>	374	480	+28.0
	<u>Nondurable Goods</u>	10,193	11,130	+ 9.1
30	Rubber & Plastics	3,945	5,500	+39.0
26	Paper & Allied Prod.	1,697	1,900	+11.9
28	Chemical	1,515	800	-47.2
23	Apparel & Allied Prod.	863	780	- 9.6
27	Printing & Publishing	713	760	+ 6.6
	All Other Nondurables <u>2/</u>	1,460	1,390	- 4.8
	<u>Nonmanufacturing</u>	19,379	19,690	+ 1.6
15-17	Contract Construction	934	1,100	+17.7
	Trans., Comm., Util.	1,333	1,280	+ 4.0
	Wholesale & Retail	8,396	8,200	- 2.3
60-69	Finance	1,224	1,220	- 0.3
70-89	Services	4,902	5,300	+ 8.1
	Government	2,590	2,590	0.0

1/ Includes SIC: 29,32,36,37,38

2/ Includes SIC: 20,31,39,22

3/ Massachusetts Division of Employment Security Estimates

IIIa. Employment Developments and Outlook by Industry
Projected Through Fiscal Year 1979

The manufacturing sector for the Fitchburg-Leominster Area will see solid, constant gains in employment for fiscal year 1979. From fiscal year 1977 to fiscal year 1979 it is projected that manufacturing employment will increase by 1,812 new openings. This accounts for a near 10 percent increase in manufacturing employment. Production is expected to have slow but serious gains barring any economic catastrophe.

In the durable goods market job levels are expected to increase by approximately 200 positions from its present level, an increase of 3 percent. Durable goods are expected to do well. There will be gains in employment but increases will be small due to a slowly rising economy. Increases in production will be made by more overtime and automation than by increases in employment.

The Primary Metals industry is expected to hold its own for FY 1979. There will be variations in employment but overall employment will rise slowly. This is one of the smaller categories and any changes in employment is not expected to have any serious consequences on the economy. In addition this market is more capital intensive than labor intensive, that means any growth will mean more machinery than more labor. The cost of energy is of concern to this industry because of the heat treatment used in the line of production. The price of steel is going up but that will effect the cost in all industries which means the cost will be passed on to the consumer. The primary metals industry is communally orientated and competition is very tight, variable costs are monitored very closely.

The Fabricated Metals industry will run along the same line as primary metals. They are complimentary industries and any change in one can expect a similar change in the other, all things being equal. Overall there will be mixed variations in employment, but by fiscal 1979 there should be an 8 percent rise in employment. Since 1975, a bad year, this industry has made consistent growth in both employment and capital, the export market has been doing well and progress has been steady. What is of concern to this industry is the "Bottle Bill". Most companies do not favor this bill as they see it as a loss in capital and labor. They feel recycling has worked well and that the public is more cognizant of litter and its problems. This is the fourth time the bottle bill has been resuscitated and the fourth time it has been defeated. Manufacturers assume it will come up again.

The nonelectrical machinery industry is one of the largest employers in the manufacturing sector and as such is a leading employment indicator. Looking at fiscal 1978 we see a slight drop in employment (-40) only to be matched by a slight gain (+50) for fiscal year 1979.

Which is approximately the way the economy will run, moderation in 1978 and gains in 1979. This industry usually runs in long-term contracts and consequently growth will be slow and deliberate. It is virtually insensitive to the business cycle and as such was unhurt by the recession of 1975.

Furniture and Fixtures can expect moderate gains in fiscal 1978 and 1979 which should put them near or exceed employment levels of 1976. Furniture is a good primary indicator of the public's willingness to buy. For it only when the public confidence has been restored in the economy that the consumer begins to buy. In 1977 the public confidence was low and consumer spending was delayed. However things have been better, employment is up, overtime is up, and people are starting to spend more. The effects of this will filter down over a period of time. A note of warning though, the cost of lumber is escalating and that cost can be expected to be passed on to the consumer. This industry is very sensitive to the business cycle and very competitive as such employment is in constant flux due to layoffs and low wages.

Lumber is expected to make some serious gains in employment for 1979. Minor construction is on the upswing, wood related industries are doing well and the demand for lumber in general is rising. What is critical is that exports are also doing very well. So well that the supply of lumber is decreasing thereby driving up the price of lumber even beyond the rate of inflation. This does well for lumber right now but could cause consumers to turn to alternatives or delay in buying in the future, including construction.

All Other Durable Goods include Petroleum, Stone, Clay and Glass and Electrical Mach. The largest petroleum industry is asphalt which does well during good weather, a seasonal industry. During the late spring employment in this industry usually triples.

The Rubber Plastics industry will hold its own in the coming months. This should not be taken as a stagnant industry but rather when production and consumption are going so well that any future increases in production would only flood the market and drive prices down. What this means is that production will increase only as consumption increases. It is expected that consumption will increase slowly in the future and that production will follow.

1975 was, a bad year for plastics. The oil embargo, plastics being a byproduct of oil, had serious consequences in the labor market but especially in this industry. From May of 1974 to May of 1975 employment dropped 20 percent. It has yet to recover to the past peak levels of employment although it is heading in that direction.

Paper and Allied Products industry also suffered during the 1975 recession. The employment in this industry dropped over 30 percent in a twelve-month period from 2,600 to 1,700. Recovery has been slow in coming, employment-wise, but it appears that the industry is adjusting to the prevailing conditions rather than trying to ride out the storm. Operations have been trimmed in several plants and costs are very critical yet gross production has been doing well in the area and the paper industry appears to be relatively safe.

One of the reasons that recovery is slow is that it costs a million dollars to start up a paper producing machine after it has been shut-down. Another is that when a factory is built for paper production it literally cannot be used for anything else.

The Apparel and Allied Products industry is surviving in Fitchburg and Leominster and indications tend to show that it will continue to survive and may progress even though employment is going down. The reason for this is that several manufacturers in the area maintain a small full-time staff to do shipping, receiving, and cuttings. Once the material is cut it is then sent to a "contractor" to be stitched. Most of the stitching is done in New Hampshire where union activity is weak. The finished material is then brought back to the factory for sorting and shipment. This is advantageous to the producer for it cuts down on his cost in a tough market, but does nothing for employment. One producer defended his actions by saying the price of textiles varies with the economy while the price of labor does not.

The Textiles industry will follow the apparel industry, decreases in employment, increases in production. The industry is becoming more automated in an effort to get away from labor costs. Foreign competitions hurt the market due to low foreign labor costs. The home industry cannot compete on a labor cost basis but can compete through automation. Automation is a slow process involving time and money and any expectation of a new textile industry moving into the area is not foreseen.

The Printing and Publishing industry is doing well in this area and is expected to continue this trend. This industry is very sensitive to the business cycle. Since most of its business is in order blanks and business forms, any increase in deliveries can be interpreted as an upswing in the economy. Large printing firms operate nationally and their competition is usually the small local firms. The printing industry is highly automated and it takes a lot of growth before gains in employment are realized.^{1/} More often than not promotions come

^{1/} Although since 1971 employment has more than doubled to date

from within which limits the accessibility of high paying jobs.

The Chemical industry continues to provide employment in this area. Gains in employment will be slightly more (12 percent) than some of the other manufacturing industries. Since chemicals tie in with the plastic industry we can assume that if plastics continue to be strong then chemicals will benefit from it.

Contract Construction. This industry which was one of the strongest in the past years has yet to show any appreciable signs of recovery. High interest rates, inflation, price of land, cost of labor, and building materials have all depressed the industry into economic chaos but even with that in mind we might assume that the demand for housing or peoples need for housing no matter what the price, would bust the market wide open. This has yet to happen. Local population has been going down in recent years and this could stifle the demand for housing, also, older houses are being renovated and the turnover in this market was very high. Population shifts should settle down in the future and by 1980 the SMSA population should rebound. In the meantime the industry will have to rely on commercial building.

Transportation and Public Utilities. Public transportation is doing well in Fitchburg and Leominster. The L & F Street Railway is in the black but expanded service or new modes of transportation are not foreseen. What has been talked about lately is a regional transit system that would expand into the Montachusett region which would open the cities to the local towns.

The motor freight company is a marginal business. Competition is very tight and the small business has a tough time trying to compete with the larger concerns. Over a period of time it is expected that the small outfit will be a memory of the past.

Public Utilities, for the most part, are not adding to their employment but are remaining status quo. They are monopolies who are regulated by public demand which means if the population is declining as we assumed then their employment should follow.

Wholesale and Retail Trade has remained fairly stable in employment over the present decade. In recent years the trend has been to use less salespeople and more cashiers, the self-service concept. This calls for less employees at lower wages. Expansion of retail stores has been doing very well in the shopping malls. Sears and Roebuck boasts an increase in sales of 25 percent for this year alone. Johnny Appleseed Plaza is expanding to the south and Twin-City Plaza is adding on an additional 25,000 square feet. Employment will fall in this particular industry, while sales will gain due to the above mentioned trend.

Last Christmas the concept of Sunday openings was officially opened. The results were quite good and the concept is expected to remain in the future.

Finance, Insurance and Real Estate . Little employment is expected of this industry and in fact employment may go down due to automation and competition but there is a lot to be learned from these industries. In the banking business local confidence seems to be up. During recession periods the rate of savings tend to go up, which happened in the past. Now the rate of loans (Commercial and Mortgages) are going up. With the Federal Reserve raising the interest rates, the rate of borrowing has declined but only enough to slow down inflation while allowing slow, constant growth. Hopefully, we can avoid the pit-fall of 1973-1974 of too much borrowing which drove up interest rates.

The insurance industry is doing quite well right now. They fared well in 1975 as people tend to buy more insurance during bad times to protect themselves; during better times consumers tend to buy life insurance more as an investment in the future. Everything is doing well except the new home industry which still has yet to recover from 1975.

The real estate business is growing by leaps and bounds in the Fitchburg-Leominster SMSA. In this year alone sales have increased by 50 percent according to a major dealer. In the housing market most of the activity is in the turnover of older homes. The population still seems to be shifting around the area searching for better homes. A new housing market could, and hopefully will, slow this movement down. The movement of new troops into Fort Devens could be just the catalyst this area needs in the new home market.

Service, Miscellaneous and Mining. This industry covers a broad range of employment. A random sampling of the category would look as follows: hotels, laundry, advertising, stamp collecting, computer data, automotive repair, amusement parks, health, legal, educational and social services.

The service industry took its toll during the recession since then employment has been steadily increasing. As one of the larger areas of employment it is encouraging to note that employment is expected to increase by approximately 8 percent for fiscal 1979.

Personnel in Government will remain constant over the next two years as local state, and federal government continue to hold back on employment. This does include people working for CETA.

Table 7

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY SELECTED INDUSTRY GROUP
WORCESTER MASSACHUSETTS
APRIL, 1978

SELECTED INDUSTRY GROUP	OPENINGS AVAILABLE TOTAL	AVERAGE PAY	OPENINGS UNFILLED TOTAL	AVERAGE PAY	OPENINGS UNFILLED 30 DAYS TOTAL	AVERAGE PAY
TOTAL TRANS., COMM., ELEC., GAS, SAN. SVC (40-49)	8	\$ 10,556	0	\$ 0	0	\$ 0
RAILROAD TRANSPORTATION (40)	8	10,556	0	7,072	7	7,072
LOCAL TRANSIT AND INTERURB. HWY TRANS(41)	10	7,166	7	9,073	8	9,521
MOTOR FREIGHT TRANSPORT. AND WAREHOUS. (42)	29	9,885	10	6,933	3	6,933
WATER TRANSPORTATION (44)	3	6,933	3	11,301	5	11,301
TRANSPORTATION SERVICES (47)	5	11,301	5	8,862	6	9,160
COMMUNICATION (48)	1	8,060	7	9,048	4	9,048
ELECTRIC, GAS, AND SANITARY SERVICES (49)	6	8,285	4			
TOTAL WHOLESALE TRADE (50-51)	187	6,961	107	7,058	100	7,015
WHOLESALE TRADE--DURABLE GOODS (50)	107	7,379	71	7,269	64	7,223
WHOLESALE TRADE--NONDURABLE GOODS (51)	80	6,407	36	6,644	36	6,644
TOTAL RETAIL TRADE (52-59)	666	6,514	434	6,534	358	6,480
BLDG. MAT., HW, GAR. SUP., MOB.HM DEAL(52)	35	6,734	19	7,018	16	7,018
GENERAL MERCHANDISE STORES (53)	74	6,041	49	6,102	39	5,972
FOOD STORES (54)	47	7,801	29	8,300	27	8,144
AUTOMOTIVE DEALERS AND GAS SVC. STATION(55)	119	6,969	68	7,053	54	7,037
APPAREL AND ACCESSORY STORES (56)	12	6,843	4	7,358	4	7,358
FURNITURE, HOME FUR. & EQUIP. STORES (57)	70	6,066	56	5,973	56	5,973
EATING AND DRINKING PLACES (58)	263	6,202	178	6,200	145	6,088
MISCELLANEOUS RETAIL (59)	46	5,535	31	6,417	17	6,396
TOTAL FINANCE, INSURANCE, AND REAL ESTATE (60-67)	97	6,811	67	6,983	60	7,026
BANKING (60)	24	6,520	16	6,773	16	6,773
CREDIT AGENCIES OTHER THAN BANKS (61)	9	6,745	6	7,059	5	7,030
SEC.&COMMOD. BRK., DEAL., EXCHG., & SVCS.(62)	1	6,240	1	6,240	1	6,240
INSURANCE (63)	26	7,591	20	7,785	18	8,037
INSURANCE AGENTS, BROKERS, AND SERVICE (64)	13	6,718	9	6,919	7	6,667
REAL ESTATE (65)	20	6,451	11	6,311	9	6,327
COMB. REAL EST., INS., LOANS,LAW OFFICE(66)	3	5,720	3	5,720	3	5,720
HOLDING AND OTHER INVESTMENT OFFICES (67)	1	6,344	1	6,344	1	6,344
TOTAL SERVICES (70-89)	654	7,368	443	7,592	391	7,641
HOTELS, ROOMING HOUSES, CAMPS AND REL. (70)	34	5,928	27	5,901	22	5,923
PERSONAL SERVICES (72)	27	6,222	14	6,308	12	6,351
BUSINESS SERVICES (73)	109	7,289	65	7,505	50	7,658
AUTOMOTIVE REPAIR, SERVICES, & GARAGES (75)	81	7,225	53	7,202	42	7,077
MISCELLANEOUS REPAIR SERVICES (76)	31	7,470	24	7,712	20	7,912
MOTION PICTURES (78)	1	7,280	0	0	0	0
AMUSEMENT AND RECR. SVC. EXCEPT MOVIES (79)	23	7,399	15	7,906	15	7,906
HEALTH SERVICES (80)	144	7,497	100	7,868	91	8,004

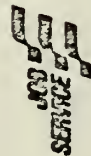


Table 7 (continued)

-TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY SELECTED INDUSTRY GROUP
WORCESTER MASSACHUSETTS
APRIL, 1978

SELECTED INDUSTRY GROUP	OPENINGS AVAILABLE			OPENINGS UNFILLED		
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
TOTAL SERVICES (70-89)						
LEGAL SERVICES (81)	4	\$ 6,858	4	\$ 6,858	4	\$ 6,858
EDUCATIONAL SERVICES (82)	69	7,708	41	8,293	39	8,270
SOCIAL SERVICES (83)	70	7,368	54	7,215	53	7,086
MEMBERSHIP ORGANIZATIONS (86)	22	7,071	11	6,693	11	6,693
PRIVATE HOUSEHOLDS (88)	12	6,097	11	6,151	11	6,151
MISCELLANEOUS SERVICES (89)	27	10,071	24	10,446	21	10,401
TOTAL PUBLIC ADMINISTRATION (91-97)	2,449	8,379	1,497	8,468	1,430	8,481
EXEC., LEGIS., AND GENL GOVMT, EXC FIN. (91)	14	10,500	6	9,152	6	9,152
JUSTICE, PUBLIC ORDER, AND SAFETY (92)	47	10,692	38	10,835	36	11,025
PUBLIC FINANCE, TAX. AND MONETARY POLICY (93)	1	7,389	0	0	0	0
ADMINISTRATION OF HUMAN RESOURCES PGMS. (94)	2,373	8,314	1,445	8,398	1,383	8,406
ADMIN. OF ENVIR. QUAL. & HOUSING PGMS. (95)	11	10,458	6	10,592	5	10,363
ADMINISTRATION OF ECONOMIC PROGRAMS (96)	3	6,767	2	6,768	0	0

Table 7

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY SELECTED INDUSTRY GROUP
WORCESTER MASSACHUSETTS
APRIL, 1978

SELECTED INDUSTRY GROUP	OPENINGS AVAILABLE	OPENINGS UNFILED	OPENINGS UNFILED 30 DAYS
TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
TOTAL OPENINGS, ALL INDUSTRIES	6,906	\$ 7,811	\$ 8,006
TOTAL AGRICULTURE, FORESTRY, AND FISHING (01-09)	47	6,302	5,982
AGRICULTURAL PRODUCTION--CROPS (01)	26	6,096	5,844
AGRICULTURAL PRODUCTION--LIVESTOCK (02)	2	7,436	5,512
AGRICULTURAL SERVICES (07)	19	6,464	6,287
TOTAL MINING (10-14)	2	10,400	10,400
BITUMINOUS COAL AND LIGNITE MINING (12)	2	10,400	10,400
TOTAL CONSTRUCTION (15-17)	185	10,368	10,407
BLDG. CONST.-GEN. CONTR. & OPER. BLDG. (15)	39	9,811	10,290
CONST. OTHER THAN BLDG.-GEN. CONTRACT. (16)	47	13,116	15,211
CONSTRUCTION--SPECIAL TRADE CONTRACTORS(17)	99	9,283	9,446
TOTAL MANUFACTURING (20-39)	2,547	7,581	7,975
DURABLE GOODS (24,25,32-39)	1,770	7,961	8,394
LUMBER AND WOOD PROD., EXCEPT FURNITURE(24)	55	6,516	6,040
FURNITURE AND FIXTURES (25)	141	6,331	6,346
STONE, CLAY, GLASS, AND CONCRETE PROD. (32)	29	8,007	7,261
PRIMARY METAL INDUSTRIES (33)	54	7,784	7,929
FAB. MET. PRO., EX. MACH.&TRANS. EQUIP.(34)	364	7,242	7,709
MACHINERY, EXCEPT ELECTRICAL (35)	484	8,588	8,675
ELEC. AND ELEC. MACH., EQUIP., AND SUP.(36)	272	8,934	9,880
TRANSPORTATION EQUIPMENT (37)	8	6,500	5,616
INSTRUMENTS, OPTICAL GOODS, TIME PIECES(38)	174	8,894	9,702
MISCELLANEOUS MANUFACTURING INDUSTRIES (39)	189	7,212	6,925
NONDURABLE GOODS (20-23,26-31)	777	6,701	6,821
FOOD AND KINDRED PRODUCTS (20)	24	8,337	7,885
TOBACCO MANUFACTURES (21)	1	6,240	6,240
TEXTILE MILL PRODUCTS (22)	130	7,201	7,451
APPAREL AND OTHER FINISHED PROD.,FAB. (23)	77	5,973	51
PAPER AND ALLIED PRODUCTS (26)	74	7,382	6,076
PRINTING, PUBLISHING, AND ALLIED IND. (27)	34	6,830	7,615
CHEMICALS AND ALLIED PRODUCTS (28)	48	8,212	6,962
PETROLEUM REFINING AND RELATED IND. (29)	1	10,400	10,172
RUBBER AND MISC. PLASTICS PRODUCTS (30)	252	6,321	0
LEATHER AND LEATHER PRODUCTS (31)	136	6,099	6,015
TOTAL TRANS., COMM., ELEC., GAS, SAN. SVC (40-49)	72	9,145	8,913

IV. Employment Developments and Outlook by Occupation

The following table (No. 8) is a breakout of active applicants in the Fitchburg-Leominster SMSA and the openings available to them. The ratio measures the difference between the supply (on left) to demand ($= 1$) of labor. The higher the ratio the greater amount of applicants to jobs. Also there is a breakout of the Worcester Job Bank (Table 8) which is available to the applicants in the Fitchburg and Leominster SMSA.

Looking at table (8a) the Professional, Technical and Managerial has the highest ratio of applicants to jobs. There could be several reasons for this one of them being it is harder for these people to find jobs in their particular category while employers are reluctant to post highly skilled jobs with DES.

The second highest category is in Clerical and Sales which has a high turnover in jobs and is also an entry level occupation into the job market. Secretarial Work requires high level skills.

The lowest ratio of jobs to applicants is in Benchwork. One of the reasons could be that this is a lot of this type of industry in the SMSA which would dry up that particular category while job orders in that area go wanting. The other areas run about constant in their ratios, however, particular attention should be paid to the real figures in Farming, Fishing and Forestry rather than the ratio.

Table 8
Supply and Demand of Labor
(March 1978)
Fitchburg and Leominster

Occupational Categories	Active Applicants	Openings Total	Ratio of Applicants to Openings
Professional, Technical and Managerial	518	124	4.1 to 1
Clerical and Sales	812	261	3.8 to 1
Services	509	175	2.9 to 1
Farming, Fishing and Forestry	54	43	1.2 to 1
Processing	214	113	1.8 to 1
Machine	236	72	3.2 to 1
Benchwork	204	115	1.8 to 1
Structural	437	157	2.8 to 1
Miscellaneous	695	245	2.8 to 1
TOTAL	3,749	1,305	2.8 to 1

Source: Table #96 ESARS
Fitchburg-Leominster 2600

Table 8A
--ES JOB BANK OPENINGS IN REPORTING DISTRICTS
BY OCCUPATIONAL CATEGORY
WORCESTER MASSACHUSETTS
APRIL, 1978

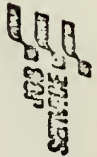
OCCUPATIONAL CATEGORY	OPENINGS AVAILABLE			AVERAGE PAY			TOTAL			OPENINGS UNFILLED AT MONTH END		
	NUMBER			CURRENT			LAST MONTH			UNFILLED 30		
	CURRENT	LAST MONTH	IN	CURRENT	LAST MONTH	IN	CURRENT	LAST MONTH	IN	CURRENT	LAST MONTH	IN
TOTAL, ALL OCCUPATIONS	6,907	INA	\$ 7,812/YR	4,300	INA	3,901	INA	INA	INA	3,901	INA	INA
PROFESSIONAL, TECHNICAL, AND MANAGERIAL	1,375	INA	9,714/YR	973	INA	946	INA	INA	INA	946	INA	INA
CLERICAL AND SALES	1,064	INA	7,095/YR	591	INA	537	INA	INA	INA	537	INA	INA
SERVICE	861	INA	3.27/HR	531	INA	475	INA	INA	INA	475	INA	INA
FARMING, FISHERY, FORESTRY, AND RELATED	202	INA	3.63/HR	128	INA	121	INA	INA	INA	121	INA	INA
PROCESSING	265	INA	3.21/HR	116	INA	105	INA	INA	INA	105	INA	INA
MACHINE TRADES	993	INA	3.67/HR	794	INA	728	INA	INA	INA	728	INA	INA
BENCH WORK	651	INA	3.10/HR	388	INA	347	INA	INA	INA	347	INA	INA
STRUCTURAL WORK	849	INA	4.28/HR	466	INA	385	INA	INA	INA	385	INA	INA
MISCELLANEOUS	647	INA	3.34/HR	313	INA	257	INA	INA	INA	257	INA	INA

TABLE 9
-TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER, MASSACHUSETTS
APRIL, 1978

JOB TITLE	OPENINGS AVAILABLE	OPENINGS UNFILLED	OPENINGS UNFILLED 30 DAYS			
TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY			
TOTAL, ALL OCCUPATIONS	6,907	\$ 7,812	4,300	\$ 7,984	3,901	\$ 8,008
0 & 1 PROFESSIONAL, TECHNICAL, AND MANAGERIAL	1,375	9,714	973	9,916	946	9,935
002 AERONAUTICAL-ENGINEERING	6	14,417	6	14,417	6	14,417
003 ELECTRICAL ENGINEERING	61	13,860	52	13,730	52	13,730
005 CIVIL ENGINEERING	17	10,621	14	10,966	10	11,275
007 MECHANICAL ENGINEERING	37	11,445	28	11,003	28	11,003
008 CHEMICAL ENGINEERING	1	30,000	0	0	0	0
01 ARCHITECTURE AND ENGINEERING	46	12,693	35	13,116	34	13,178
010 MINING AND PETROLEUM ENGINEERING	1	13,000	0	0	0	0
012 INDUSTRIAL ENGINEERING	24	15,727	20	15,850	20	15,850
017 DRAFTING AND RELATED WORK	13	9,472	10	9,297	9	9,108
018 SURVEYING AND RELATED WORK	6	7,889	3	8,706	3	7,706
019 ARCHITECTURE AND ENGINEERING	2	11,484	2	11,484	2	11,484
02 MATHEMATICS AND PHYSICAL SCIENCES	58	14,076	49	14,587	49	14,587
020 MATHEMATICS	47	14,487	43	14,499	43	14,499
022 CHEMISTRY	4	15,000	3	17,000	3	17,000
023 PHYSICS	1	14,000	0	0	0	0
025 METEOROLOGY	2	16,502	2	16,502	2	16,502
029 MATHEMATICS AND PHYSICAL SCIENCES	4	7,124	1	7,280	1	7,280
04 LIFE SCIENCES	76	9,844	45	9,782	45	9,782
041 BIOLOGICAL SCIENCES	3	12,420	0	0	0	0
045 PSYCHOLOGY	73	9,737	45	9,782	45	9,782
05 SOCIAL SCIENCES	4	12,795	2	12,992	2	12,992
050 ECONOMICS	1	16,000	1	16,000	1	16,000

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-TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER, MASSACHUSETTS
APRIL, 1978

JOB TITLE	OPENINGS AVAILABLE			OPENINGS UNFILED			OPENINGS UNFILED 30 DAYS		
	TOTAL	AVERAGE PAY	TOTAL	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
052 HISTORY	2	\$ 8,590	1	1	\$ 9,984	1	\$ 9,984	1	\$ 9,984
059 SOCIAL SCIENCES	1	18,000	0	0	0	0	0	0	0
07 MEDICINE AND HEALTH	136	9,424	86	83	9,882	83	9,938	83	9,938
070 MEDICINE AND SURGERY	2	33,000	2	2	33,000	2	33,000	2	33,000
072 DENTISTRY	1	10,400	1	1	10,400	1	10,400	1	10,400
075 NURSING	29	11,420	24	24	11,389	24	11,389	24	11,389
077 DIETETIC WORK	2	7,500	2	2	7,500	2	7,500	2	7,500
078 MEDICAL AND DENTAL TECHNOLOGY	19	8,787	18	16	8,805	16	8,862	16	8,862
079 MEDICINE AND HEALTH	83	8,623	39	38	8,967	38	8,984	38	8,984
09 EDUCATION	347	8,990	290	290	9,084	290	9,084	290	9,084
090 COLLEGE AND UNIVERSITY EDUCATION	6	12,353	6	6	12,353	6	12,353	6	12,353
091 SECONDARY SCHOOL EDUCATION	13	8,957	10	10	8,946	10	8,946	10	8,946
092 PRIMARY SCHOOL AND KINDERGARTEN EDUC.	64	8,982	27	27	9,053	27	9,053	27	9,053
094 EDUCATION OF THE HANDICAPPED	4	7,738	2	2	8,512	2	8,512	2	8,512
096 HOME ECON., AGRIC., AND RELATED EDUC.	1	11,078	1	1	11,078	1	11,078	1	11,078
097 VOCATIONAL EDUCATION	228	9,012	227	227	9,012	227	9,012	227	9,012
099 EDUCATION	31	8,257	17	17	8,967	17	8,967	17	8,967
10 MUSEUM, LIBRARY, AND ARCHIVAL SCIENCES	3	9,683	3	2	9,683	2	9,616	2	9,616
100 LIBRARY WORK	2	9,460	2	2	9,460	1	9,102	1	9,102
109 MUSEUM, LIBRARY, AND ARCHIVAL SCIENCES	1	10,129	1	1	10,129	1	10,129	1	10,129
11 LAW AND JURISPRUDENCE	2	10,000	2	2	10,000	2	10,000	2	10,000
110 LEGAL WORK	2	10,000	2	2	10,000	2	10,000	2	10,000
13 WRITING	5	8,755	4	4	8,668	4	8,668	4	8,668
131 WRITING AND EDITING, MOVIES, RADIO, & TV	1	9,100	0	0	0	0	0	0	0
132 WRITING AND EDITING, PUBLICATIONS	2	8,497	2	2	8,497	2	8,497	2	8,497
137 INTERPRETING AND TRANSLATING	1	8,320	1	1	8,320	1	8,320	1	8,320
139 WRITING	1	9,360	1	1	9,360	1	9,360	1	9,360
14 ART	12	7,279	2	2	6,990	2	6,990	2	6,990

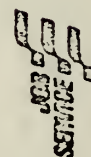
JOB TITLE	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	OPENINGS UNFILLED 30 DAYS
141 COMMERCIAL ART	2	\$ 5,512	1	\$ 5,512	1	\$ 5,512	
142 DESIGNING	8	7,686	0	0	0	0	
148 SCULPTURING AND RELATED WORK	1	8,468	1	8,468	1	8,468	
149 ART WORK	1	6,370	0	0	0	0	
15 ENTERTAINMENT AND RECREATION	18	8,676	11	9,102	11	9,102	
150 DRAMATICS	2	5,990	1	5,990	1	5,990	
152 MUSIC	2	9,780	2	9,780	2	9,780	
153 ATHLETICS AND SPROTS	8	9,494	5	9,979	5	9,979	
159 ENTERTAINMENT AND RECREATION	6	8,114	3	8,226	3	8,226	
16 ADMINISTRATIVE SPECIALIZATIONS	176	9,675	129	9,710	124	9,691	
160 ACCOUNTING AND AUDITING	11	12,005	9	12,473	8	12,282	
161 BUDGET AND MANAGEMENT ANALYSIS	2	11,444	1	15,498	1	15,498	
162 PURCHASING MANAGEMENT	10	12,831	10	12,831	10	12,831	
163 SALES AND DISTRIB. MANAGEMENT	3	12,667	2	12,000	2	12,000	
165 PUBLIC RELATIONS MANAGEMENT	13	9,724	11	9,325	11	9,325	
166 PERSONNEL AND TRAINING ADMINIS.	40	9,067	24	8,816	21	8,745	
168 INSP & INVEST MANAG AND PUBLIC SERVICE	20	9,282	16	8,920	16	8,920	
169 ADMINISTRATIVE SPECIALTIES	77	9,180	56	9,209	55	9,212	
18 MANAGERS AND OFFICIALS	126	8,962	90	8,804	82	8,820	
182 CONSTRUCTION MANAGEMENT	5	11,619	5	11,619	5	11,619	
183 MANUFACTURING IND. MANAGEMENT	3	16,000	2	15,000	2	15,000	
184 TRANS., COMM., AND UTILITIES MANAG.	3	13,130	1	0	1	0	
185 WHOLESALE AND RETAIL TRADE MANAGEMENT	28	8,215	21	8,331	20	8,451	
186 FINANCE, INS., AND REAL ESTATE MANAG.	2	9,310	2	9,310	1	9,620	

BUREAU OF LABOR RELATIONS AND EMPLOYMENT
 DIVISION AND JOB TITLE
 WORCESTER, MASSACHUSETTS
 APRIL, 1978

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER, MASSACHUSETTS
APRIL, 1978

Table 9

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
187 SERVICE INDUSTRY MANAGEMENT	29	\$ 9,266	19	\$ 8,948	15	\$ 8,811
188 PUBLIC ADMINIS. MANAGEMENT	13	9,003	8	9,244	7	9,228
189 MISCELLANEOUS MANAGERIAL WORK	43	8,211	32	8,042	31	8,070
19 MISC. PROFESSIONAL, TECHNICAL,MANAGERIAL	243	8,269	124	8,130	119	8,107
191 BUSINESS RELATIONS WORK	1	9,110	1	9,110	1	9,110
195 SOCIAL AND WELFARE WORK	220	8,182	116	8,081	112	8,046
199 MISCELLANEOUS PROF., TECH.,AND MANAG.WORK	22	9,137	7	8,909	6	9,277
2 CLERICAL AND SALES	1,064	7,095	591	7,146	537	7,158
20 STENOGRAPHY, TYPING, FILING, AND RELATED	276	7,048	172	7,156	155	7,192
201 SECRETARIAL WORK	82	7,567	59	7,640	58	7,634
202 STENOGRAPHY	14	7,168	9	7,226	9	7,226
203 TYPING	15	6,891	15	6,891	12	7,069
205 PERSONNEL WORK	5	7,623	5	7,623	5	7,623
206 FILING	5	6,235	2	6,695	1	6,500
207 DUPLICATING-MACHINE WORK	3	7,626	2	8,049	2	8,049
208 MISCELLANEOUS OFFICE MACHINE WORK	2	7,405	1	6,760	1	6,760
209 STENOGRAPHY, TYPING, FILING,AND REL. WORK	150	6,758	79	6,797	67	6,780
21 COMPUTING AND ACCOUNT-RECORDING	372	7,017	186	7,128	174	7,106
210 BOOKKEEPING	42	7,595	25	7,806	24	7,711
211 CASHIERING	13	5,624	6	5,564	6	5,564
212 TELLER SERVICE	14	6,058	6	6,111	6	6,111
213 AUTOMATIC DATA PROCESSING	31	7,750	20	7,756	17	7,895
214 BILLING-MACHINE WORK	2	5,512	0	0	0	0
215 BOOKKEEPING-MACHINE WORK	4	7,700	3	7,609	3	7,609
217 ACCOUNT-RECORDING- MACHINE WORK	1	5,720	1	5,720	1	5,720
219 COMPUTING AND ACCOUNT RECORDING	265	6,966	125	7,019	117	6,999



JOB TITLE	OPENINGS AVAILABLE TOTAL	AVERAGE PAY	OPENINGS UNFILLED TOTAL	AVERAGE PAY	OPENINGS UNFILLED 30 DAYS TOTAL	AVERAGE PAY
22 MATERIAL AND PRODUCTION RECORDING	90	\$ 7,094	37	\$ 7,458	26	\$ 7,534
221 CLERICAL WORK, PRODUCTION	5	9,268	1	13,000	1	13,000
222 CLERICAL WORK, SHIPPING AND RECEIV.	32	7,073	12	7,372	9	7,703
223 STOCK CHECKING AND RELATED WORK	53	6,902	24	7,271	16	7,097
23 INFORMATION AND MESSAGE DISTRIBUTION	51	7,146	30	7,343	29	7,399
230 MESSENGER AND RELATED WORK	2	6,718	0	0	0	0
231 MAIL SORT, STAMPING, REC., ROUT., & REL.	1	5,512	0	0	0	0
234 MAIL-PREP. AND MAIL HANDLING-MACH. WORK	1	5,512	0	0	0	0
235 TELEPHONE WORK	7	6,636	4	6,459	3	6,706
237 RECEPTION AND INFO. DISPENSING WORK	32	6,812	19	6,756	19	6,756
239 INFO. AND MESSAGE DISTRIBUTION	8	9,445	7	9,443	7	9,443
24 MISCELLANEOUS CLERICAL	69	7,742	46	7,558	45	7,564
240 COLLECTING	5	7,972	4	8,145	4	8,145
241 ADJUSTING	2	8,400	0	0	0	0
242 HOTEL DESK WORK	1	8,008	1	8,008	1	8,008
249 MISCELLANEOUS CLERICAL WORK	61	7,697	41	7,490	40	7,495
25 SALESPERSONS, SERVICES	11	8,916	10	8,767	10	8,767
250 SALESWORK, REAL ESTATE AND INSURANCE	9	9,164	8	9,009	8	9,009
252 SALESWORK, BUSINESS AND FINAN. SERVICES	1	7,800	1	7,800	1	7,800
253 SALESWORK, RADIO T.V. BROADCAST. SERV	1	7,800	1	7,800	1	7,800
26 SALESPERSONS, COMMODITIES	10	8,704	7	7,672	7	7,672
262 SALESWORK, FOODSTUFFS BEVERAGES, AND TOBAC.	1	15,600	0	0	0	0



TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER, MASSACHUSETTS
APRIL, 1978

Table 9

JOB TITLE	OPENINGS AVAILABLE			OPENINGS UNFILLED			OPENINGS UNFILLED 30 DAYS		
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	
263 SALESMEN, TEXTILES, TEX. PROD. AND APPAREL	5	\$ 6,167	4	\$ 5,876	4	\$ 5,876			
265 SALESMEN, PAPER AND PAPER PRODUCTS	1	10,400	0	0	0	0			
266 SALESMEN, CHEMICALS AND DRUG PREPARATION	3	10,067	3	10,067	3	10,067			
27 SALESPERSONS, COMMODITIES	54	6,233	51	6,202	49	6,135			
273 SALESMEN, METAL AND METAL PRODUCTS	1	7,800	0	0	0	0			
274 SALESMEN, HOUSEFURNISHINGS	1	6,500	1	6,500	1	6,500			
276 SALESMEN, IND. CONST. MIN., DRILL. EQUI. SUPP.	51	6,196	50	6,196	48	6,127			
278 SALESMEN, HOUSE APPL ELEC. MACH. EQUIP. SUPP	1	6,240	0	0	0	0			
28 SALESPERSONS, COMMODITIES	79	7,289	23	7,255	19	7,432			
280 SALESMEN, TRANSPORT. EQUIPMENT	5	12,000	2	9	2	0			
281 SALESMEN, BUS./COMM. MACH., EQUIP AND SUPP	4	7,891	4	7,891	4	7,891			
282 SALESMEN, MED./DENT. EQUIP., SUPP. AND APPL	1	7,280	0	0	0	0			
283 SALESMEN, JEWELRY AND SILVERWARE	1	7,280	1	7,280	0	0			
286 SALESMEN, AMUSEMENT AND SPORTING GOODS	1	6,240	1	6,240	1	6,240			
289 SALESMEN, COMMODITIES	67	7,198	15	7,151	12	7,379			
29 MERCHANDISING, EXCEPT SALESPERSONS	52	6,870	29	6,843	23	6,911			
290 SALES CLERKING	22	6,184	14	6,200	12	6,124			
292 ROUTE WORK	13	7,546	5	7,028	2	7,592			
297 DEMONSTRATING AND MODELING	1	8,499	1	8,499	1	8,499			
299 MISCELLANEOUS MERCHANDISING WORK	16	7,417	9	7,557	8	7,722			
3 SERVICE	861	3,27	531	3,26	475	3,28			
30 DOMESTIC SERVICE	58	3,02	55	3,04	44	2,99			



--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER, MASSACHUSETTS

APRIL 1978
Table 9

JOB TITLE									

MASSACHUSETTS
SERVICE

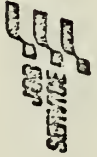
Table 9

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER, MASSACHUSETTS
APRIL, 1978

BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER, MASSACHUSETTS

APRIL 1978
Table 1

JOB TITLE	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	OPENINGS UNFILLED	OPENINGS UNFILLED 30 DAYS
405 CROP SPECIALTY FARMING	1	\$ 4.70	0	\$ 0	0	\$ 0	0	0
406 HORTICULTURAL SPECIALTY WORK	22	2.82	22	2.82	22	2.82	22	2.82
407 GARDENING AND GROUNDSKEEPING	160	3.77	100	3.78	93	3.79	93	3.79
409 PLANT FARMING	15	3.40	3	3.40	3	3.40	3	3.40
41 ANIMAL FARMING	2	2.95	1	2.65	1	2.65	1	2.65
411 DAIRY FARMING	1	2.65	1	2.65	1	2.65	1	2.65
412 POULTRY FARMING	1	3.25	0	0	0	0	0	0
44 FORESTRY	2	3.75	2	3.75	2	3.75	2	3.75
441 FOREST CONSERVATION WORK	2	3.75	2	3.75	2	3.75	2	3.75
5 PROCESSING	265	3.21	116	3.22	105	3.22	105	3.22
50 PROCESSING OF METAL	43	3.11	14	3.21	12	3.16	12	3.16
500 ELECTROPLATING	28	3.03	7	3.08	5	2.91	5	2.91
502 MELTING, PURING, CASTING, AND REL. WORK	1	5.35	1	5.35	1	5.35	1	5.35
503 PICKLING, CLEANING, DEGREASING, AND REL. WORK	3	2.95	2	2.80	2	2.80	2	2.80
504 HEAT TREATING	2	3.33	1	3.09	1	3.09	1	3.09
505 METAL SPRAYING, COATING, AND REL. WORK	9	3.11	3	3.11	3	3.11	3	3.11
51 ORE REFINING AND FOUNDRY	3	4.07	3	4.07	3	4.07	3	4.07
512 MELTING	1	3.20	1	3.20	1	3.20	1	3.20
518 MOLDING, COREMAKING, AND RELATED WORK	2	4.50	2	4.50	2	4.50	2	4.50
52 PROC. FOOD, TOBACCO, AND RELATED PRODUCTS	27	3.42	18	3.39	16	3.43	16	3.43
520 MIX., COMP., BLENDING, KNEAD., SHAP., REL. WRK	1	2.75	0	0	0	0	0	0
525 SLAUGHTERING, BREAK., CURING AND REL. WORK	1	3.50	1	3.50	1	3.50	1	3.50
526 COOKING AND BAKING	19	3.46	12	3.44	12	3.44	12	3.44
529 PROCESSING, FOOD AND RELATED PRODUCTS	6	3.37	5	3.23	3	3.38	3	3.38
53 PROCESSING OF PAPER AND RELATED MATERIAL	4	3.92	0	0	0	0	0	0



APRIL, 1978

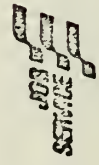
Table 9

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TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS

APRIL 1978
Table 9

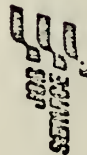
JOB TITLE	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	OPENINGS UNFILLED 30 DAYS
6. MACHINE TRADES	993	\$ 3.67	794	\$ 3.72	723	\$ 3.72	
60 METAL MACHINING	531	3.83	463	3.85	441	3.83	
600 RELATED WORK	59	4.25	44	4.40	36	4.46	
601 TOOLMAKING AND	20	4.61	16	4.75	13	4.88	
603 ABRADING	27	4.26	25	4.32	25	4.32	
607 TURNING	51	4.29	39	4.45	37	4.45	
605 MILLING AND PLANING	30	4.28	28	4.28	28	4.28	
606 BORING	34	4.12	31	4.08	26	4.06	
607 SAWING	212	3.50	212	3.50	212	3.50	
609 METAL MACHINING	98	3.52	68	3.56	64	3.50	
61 METALWORKING	90	3.36	53	3.55	49	3.59	
615 PUNCHING AND	17	3.56	15	3.57	15	3.57	
616 FABRICATING MACHINE	41	3.09	14	3.34	11	3.42	
617 METAL FORMING	19	3.63	13	3.79	12	3.82	
619 MISCELLANEOUS	13	3.53	11	3.52	11	3.52	
62 MECHANICS AND	110	3.88	81	3.83	66	3.80	
620 MOTORIZED VEHICLE	98	3.80	72	3.73	61	3.75	
623 MARINE EQUIPMENT	1	4.00	1	4.00	1	4.00	
625 ENGINE, POWER TRANS.,	8	4.61	6	4.73	2	4.75	
626 METALWORKING	3	4.51	2	4.39	2	4.39	
63 MECHANICS AND	33	4.20	29	4.27	27	4.26	
630 GENERAL INDUSTRY	2	4.34	2	4.34	2	4.34	
632 ORDNANCE AND ACCESS.	1	3.30	1	3.30	1	3.30	
633 BUSINESS AND COMMER.	2	3.63	2	3.63	2	3.63	
637 UTILITY EQUIPMENT	6	4.21	4	4.56	4	4.56	



TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
OF OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER, MASSACHUSETTS
APRIL 1978

Table 9

JOB TITLE	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	OPENINGS UNFILLED 30 DAYS
638 MISC. MACH. INSTALL. AND REPAIRING	19	\$ 4.33	17	\$ 4.38	16	\$ 4.40	
639 MECHANICAL REPAIRING	3	3.95	3	3.95	2	3.55	
64 PAPERWORKING	53	3.18	44	3.23	44	3.23	
640 PAPER CUTTING, WINDING, AND REL. WORK	2	3.50	2	3.50	2	3.50	
641 FOLDING, CR-ASING, SCORING, AND GLUING	20	3.05	15	3.06	15	3.06	
642 PAPER SEWING	2	3.54	2	3.54	2	3.54	
643 PAPER CORRUGATION	5	2.80	2	0	2	0	
649 PAPERWORKING	24	3.28	23	3.29	23	3.29	
65 PRINTING	22	3.51	18	3.51	7	3.95	
650 TYPESETTING AND COMPOSING	1	3.25	1	3.25	1	3.25	
651 PRINTING PRESS WORK	14	3.80	10	3.93	5	4.35	
652 PRINTING MACHINE WORK	1	2.65	1	2.65	1	2.65	
653 BOOKBINDING AND RELATED WORK	6	3.00	6	3.00	0	0	
66 WOOD MACHINING	54	3.11	41	3.11	38	3.07	
660 CABINETMAKING	6	3.50	5	3.50	3	3.17	
664 TURNING	1	3.00	1	3.00	1	3.00	
665 MILLING AND PLANING	1	3.00	1	3.00	1	3.00	
667 SAWING	12	3.10	10	3.02	10	3.02	
669 WOOD MACHINING	34	3.05	24	3.08	23	3.09	
67 MACHINING STONE, CLAY, GLASS & REL PR	3	3.00	0	0	0	0	
674 TURNING	1	3.00	0	0	0	0	
679 MACH., NONMET. MINER. AND RELATED MATER.	2	3.00	0	0	0	0	
68 TEXTILES	46	3.55	33	3.51	25	3.63	
680 CARDING, COMBING DRAWING, AND REL. WORK	16	3.09	11	3.04	5	2.72	
681 TWISTING, BEAMING, WARPING, AND REL. WORK	13	3.42	9	2.99	9	2.99	
682 SPINNING	2	3.00	1	3.00	1	3.00	
683 WEAVING AND RELATED WORK	10	4.93	8	5.15	8	5.15	
685 KNITTING, EXCEPT HOSIERY	3	3.00	2	3.00	2	3.00	



TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
APRIL, 1978

Table 9

JOB TITLE	OPENINGS AVAILABLE	AVERAGE PAY	TOTAL	OPENINGS UNFILLED	AVERAGE PAY	TOTAL	OPENINGS UNFILLED 30 DAYS	AVERAGE PAY
689 TEXTILE MACHINE WORK	2	\$ 2.65	2	\$ 2.65	0	\$ 0		
69 METAL TRADES	51	3.10	32	3.11	31	3.11		
690 PLASTICS, SYN. RUBBER, AND LEATHER WORKING	39	2.96	25	2.98	25	2.98		
691 INSULATED WIRE AND CABLE FABRICATING	3	4.07	1	4.00	1	4.00		
699 MISCELLANEOUS MACHINE WORK	9	3.43	6	3.60	5	3.75		
7 BENCH WORK	651	3.10	388	3.13	347	3.14		
70 FAB., ASSEMBLY AND REPAIR OF METAL PROD	53	3.11	27	3.21	24	3.25		
700 FAB. ASSEM. REPAIR OF JEWEL. SILVRE. REL. PR	1	4.62	0	0	0	0		
701 FAB. ASSEM. REPAIR OF TOOLS AND REL. PROD.	2	3.83	2	3.83	2	3.83		
704 ENGRAVING, ETCHING, AND RELATED WORK	1	3.00	0	0	0	0		
705 FILING, GRINDING, POL BUF. CLEANING AND POL	16	3.43	11	3.49	10	3.58		
706 METAL UNIT ASSEM.	30	2.83	12	2.88	12	2.88		
709 FAB. ASSEM. AND REPAIR OF METAL PRODUCTS	3	3.17	2	3.00	0	0		
71 FAB. & REP. SCIENT. APPAR., GOODS, CLOCKS	46	3.84	26	3.89	24	3.91		
710 FAB. REP. INS. FOR MEAS CON. AND IND. PHY. CHAR	6	5.35	6	5.35	6	5.35		
711 FAB. AND REPAIR OF OPT. INST. AND LENSES	17	3.75	3	3.26	3	3.26		
712 FAB. AND REP. OF SURG. MED. DENT. INS. AND SUP	8	3.36	6	3.44	6	3.44		
713 FAB. AND REPAIR OF OPHTHALMIC GOODS	3	3.80	1	3.50	0	0		
714 FAB. AND REPAIR OF PHOTOGR. EQU. AND SUPP	7	4.20	5	4.35	4	4.53		
716 FAB. AND REP. OF ENG. AND SCIEN. INS. AND EQ	5	2.65	5	2.65	5	2.65		
72 ASSEMBLY AND REPAIR OF ELECTRICAL EQUIP.	179	3.16	107	3.11	92	3.11		
720 ASSEM. REP. OF RAD. AND T. V. REC. SETS, PHONO.	1	5.00	1	5.00	1	5.00		

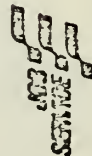


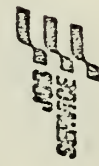
Table 9

---TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
APRIL, 1978

JOB TITLE	OPENINGS AVAILABLE	OPENINGS UNFILLED	OPENINGS UNFILLED 30 DAYS
	TOTAL	AVERAGE PAY	TOTAL
721 ASSEM.REP.OF MOTORS, GEN.AND REL.PRODUCTS	3	\$ 3.50	2
723 ASSEM.AND REPAIR OF ELEC.AFPL.AND FIX.	6	3.22	3
724 WINDING, ASSEMB. OF CILS,MAG.ARM.REL.PR	1	3.23	1
726 ASSEM. AFD REP. OF ELEC.COMPON.AND ACC.	158	3.11	93
727 STORAGE BATTERY ASSEMBLY	1	5.00	1
728 FABRICATION OF ELEC. WIRE AND CABLE	1	3.10	0
729 ASSEM.AND REPAIR OF ELECTRICAL EQUIP.	8	3.59	6
73 FAB. AND REPAIR OF PROD. FROM AS. MATE.	88	3.02	52
735 FABRICATION AND REPAIR OF JEWELRY	4	4.16/	3
739 FAB.AND REP.OF PROD. MADE FROM ASSOR.MAT.	84	2.97	49
74 PAINTING, DECORATING AND RELATED	18	3.33	10
741 SPRAY PAINTING	15	3.40	9
742 STAINING, WAXING, AND RELATED WORK	1	3.00	1
749 PAINTING,DECORATING, AND RELATED WORK	2	3.00	0
75 FAB. AND REP. OF PL. SYN., RUB., AND REL.	48	3.10	31
750 FAB.AND REP.OF TIRES TUBES,TIRE TREADS	1	2.75	0
753 FAB.AND REP.OF RUBB. AND PLASTIC FOOTWEAR	1	3.25	0
754 FAB.AND REP.OF MISC. PLASTICS PRODUCTS	46	3.10	31
76 FAB. AND REPAIR OF WOOD PRODUCTS	63	2.94	44
761 LAYING OUT, CUTTING, CARVING, SHAP.,SAND.	17	2.95	11
763 FABRICATION AND REPAIR OF FURNITURE	31	3.03	26

TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER, MASSACHUSETTS
APRIL, 1978

JOB TITLE	OPENINGS AVAILABLE			OPENINGS UNFILLED			OPENINGS UNFILLED 30 DAYS		
	TOTAL	AVERAGE PAY	\$	TOTAL	AVERAGE PAY	\$	TOTAL	AVERAGE PAY	\$
769 FABRICATION & REPAIR OF WOOD PRODUCTS	15	2.74		7	2.81		7	2.81	
77 FAB. AND REPAIR OF SAND, ST., CLAY, GLASS	2	4.02		2	4.02		2	4.02	
775 GRIND., FILING, POLISH FROST., ETCH. & REL.	2	4.02		2	4.02		2	4.02	
78 FAB. AND REP. OF TEX LEATHER, AND RELATED	151	2.88		88	2.98		81	2.99	
780 UPHOLSTERING & FAB. & REP. OF MATTRESS/BEDS	13	3.41		11	3.52		9	3.58	
731 LAYING OUT, MARKING, CUTTING & PUNCHING	8	2.93		5	2.99		5	2.99	
782 HANDSEWING, MENDING, EMBROID., & KNITTING	3	3.53		2	3.80		2	3.80	
785 TAILORING AND DRESSMAKING	2	3.91		2	3.91		2	3.91	
786 MACHINE SEWING, GARMENT	44	2.88		39	2.89		39	2.89	
787 MACHINE SEWING, NONGARMENT	29	2.82		21	2.81		18	2.82	
788 FABRICATION AND REPAIR OF FOOTWEAR	50	2.68		6	2.68		4	2.70	
789 FAB. & REP. TEXTILE, LEATHER, AND RELATED	2	2.80		2	2.80		2	2.80	
79 BENCH WORK	3	3.33		1	3.25		1	3.25	
794 FABRICATION OF PAPER PRODUCTS	3	3.33		1	3.25		1	3.25	
8 STRUCTURAL WORK	849	4.28		466	4.36		385	4.30	
80 METAL FABRICATION	58	4.13		35	4.25		22	4.42	
801 FITTING, BOLTING, SCREWING, AND REL. WRK	6	5.00		5	5.00		5	5.00	
804 SHEET METAL WORK	11	4.15		9	4.00		9	4.00	
806 TRANS. EQUIPMENT ASSEM. AND REL. WORK	3	3.50		1	4.81		1	4.81	
807 BODY WORK, TRANSPORT. EQUIPMENT	37	3.94		19	3.97		6	4.00	
809 MISCELLANEOUS METAL FABRICATING	1	7.50		1	7.50		1	7.50	
81 WELDERS, FLAME CUTTERS, AND RELATED	51	4.00		20	4.05		19	4.06	



-TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
APRIL, 1978

Table 9

JOB TITLE	OPENINGS AVAILABLE			OPENINGS UNFILLED			OPENINGS UNFILLED 30 DAYS		
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	
810 ARC WELDING	32	\$ 4.18	15	\$ 4.10	14	\$ 4.11			
811 GAS WELDING	1	4.37	0	0	0	0			
812 COMBINATION ARC AND GAS WELDING	4	4.63	2	4.88	2	4.88			
813 RESISTANCE WELDING	4	4.00	0	0	0	0			
814 BRAZING-BRAZE-WELD. AND SOLDERING	3	3.28	2	3.42	2	3.42			
819 WELDING, FLAME CUTT. AND RELATED WORK	7	3.07	1	3.00	1	3.00			
82 ELECTRICAL ASSEMB., INST., AND REPAIRING	61	4.54	49	4.70	42	4.72			
822 WIRE COM.DET.SIG.EQU ASSEM.INSTAL.AND REP	1	3.75	1	3.75	0	0			
823 ELEC.COMM.DET.SIG.EQU.ASSEM.INST.REP.	5	3.94	3	4.17	3	4.17			
824 LIGHT.EQU.AND BUILD. WIR.ASSEM.INST.REP.	22	5.26	18	5.39	14	5.51			
826 IND-APP.ASSEM.INST. AND REPAIR	1	3.50	1	3.50	1	3.50			
827 LARGE HOUS.APP.SIM.COM.IND.EQU.ASSEM.	2	3.08	1	2.65	1	2.65			
828 ELEC.AND ELEC.PROD.FAB., INSTALL., REP.	15	4.56	14	4.56	13	4.52			
829 ASSEM.INSTAL.REP.OF ELECTRICAL PRODUCTS	15	3.99	11	4.28	10	4.35			
84 PTG., PLASTERING, WATERPR., CEMENTING	25	4.13	13	3.98	12	3.98			
840 CONSTRUCT:ON AND MAINT.PAINT.REL.WRK	24	4.13	13	3.98	12	3.98			
842 PLASTERING AND RELATED WORK	1	4.25	0	0	0	0			
85 EXCAVATING, GRADING, PAVING, AND RELATED	231	4.28	145	4.28	138	4.29			
850 EXCAVATING, GRADING, AND RELATED WORK	226	4.25	141	4.24	134	4.25			
859 EXCAVATING, GRADING, PAVING, & RELATED	5	5.54	4	5.81	4	5.81			
86 CONSTRUCTION	299	4.47	157	4.60	120	4.25			
860 CARPENTRY AND RELATED WORK	87	4.57	45	4.68	37	4.56			
861 BRICK AND STONE MASONRY & TILE SET.	12	6.17	11	6.31	5	4.95			

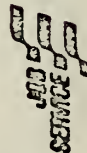


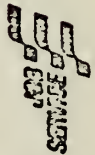
TABLE 9
TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER, MASSACHUSETTS
APRIL, 1978

JOB TITLE	OPENINGS AVAILABLE	OPENINGS UNFILLED	OPENINGS UNFILLED 30 DAYS			
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
862 PLUMB., GAS FITTING, STEAM FITTING & REL.	29	\$ 4.42	20	\$ 4.57	19	\$ 4.45
863 ASBESTOS AND INSULATION WORK	10	3.79	8	3.80	4	3.75
865 GLASS SETTING AND RELATED WORK	5	3.80	2	3.38	2	3.38
866 ROOFING AND RELATED WORK	9	3.86	3	3.75	2	3.50
869 MISCELLANEOUS CONSTRUCTION WORK	147	4.38	68	4.45	51	3.98
89 STRUCTURAL WORK	124	3.90	47	3.99	32	4.10
891 STRUCTURAL MAINTENANCE	9	4.28	3	4.77	3	4.77
899 MISCELLANEOUS STRUCTURAL WORK	115	3.87	44	3.94	29	4.03
9 MISCELLANEOUS	647	3.34	313	3.30	257	3.28
90 MOTOR FREIGHT	75	3.83	36	3.94	29	3.92
902 DUMP-TRUCK DRIVING	2	5.00	1	5.00	1	5.00
904 TRAILER-TRUCK DRIVING	15	4.71	10	4.56	9	4.40
905 HEAVY TRUCK DRIVING	35	3.77	16	3.71	15	3.76
906 LIGHT TRUCK DRIVING	21	3.26	9	3.55	4	3.19
909 MOTOR FREIGHT TRANSPORTATION	2	3.25	0	0	0	0
91 TRANSPORTATION	97	3.17	59	3.03	48	2.99
910 RAILROAD TRANSPORTATION	5	6.23	0	0	0	0
913 PASSENGER TRANSPORTATION	19	3.30	12	3.29	9	3.19
915 PARKING LOT AND RELATED SERV.WORK	53	2.83	33	2.82	27	2.80
919 MISCELLANEOUS TRANSPORTATION WORK	20	3.16	14	3.33	12	3.30
92 PACKAGING AND MATERIALS HANDLING	441	3.27	191	3.19	156	3.18
920 PACKAGING	63	2.92	33	2.65	32	2.85
921 HOISTING AND CONVEYING	3	4.83	2	5.25	2	5.25
922 MATERIALS MOVING AND STORING	96	3.20	56	3.18	42	3.20

TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
B1 OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER, MASSACHUSETTS

APRIL, 1978
Table 9

JOB TITLE	OPENINGS AVAILABLE TOTAL	AVERAGE PAY	OPENINGS UNFILLED TOTAL	AVERAGE PAY	OPENINGS UNFILLED 30 DAYS TOTAL	AVERAGE PAY
929 PACKAGING AND MATERIALS HANDLING	279	\$ 3.35	100	\$ 3.26	80	\$ 3.24
94 LOGGING	2	3.50	1	3.50	1	3.50
940 TIMBER CUTTING AND RELATED WORK	1	3.50	1	3.50	1	3.50
942 LOG SORTING, GATHER- STORING, AND REL. WORK	1	3.50	0	0	0	0
95 PRODUCTION AND DIST. OF UTILITIES	10	4.45	9	4.50	8	4.47
950 STATIONARY ENGINEERING	3	4.88	3	4.88	2	4.97
951 FIRING AND RELATED WORK	2	4.54	2	4.54	2	4.54
952 GEN. TRANS. AND DISTR. OF ELEC. LIGHT POWER	1	5.04	1	5.04	1	5.04
954 FILTRATION, PURIFIC., AND DISTRIB. OF WATER	3	3.91	2	3.89	2	3.89
955 REFUSE AND SEWAGE DISPOSAL	1	3.94	1	3.94	1	3.94
96 AMUSEMENT, RECREAT., AND MOTION PICTURES	1	3.00	1	3.00	1	3.00
962 MOTION PICTURE PRODUCTION	1	3.00	1	3.00	1	3.00
97 GRAPHIC ART WORK	21	3.34	16	3.48	14	3.47
971 PHOTOENGRAVING	2	3.50	1	4.00	0	0
973 HAND COMPOSITION, TYPESETTING, REL. WORK	3	3.03	3	3.03	2	3.05
976 DARKROOM WORK	3	2.73	0	0	0	0
977 BOOKBINDING AND RELATED WORK	11	3.60	11	3.60	11	3.60
979 GRAPHIC ART WORK	2	3.10	1	2.94	1	2.94



V. Recent Unemployment Trends and Outlook

Since the early 1970's the Fitchburg-Leominster SMSA has experienced unemployment rates higher than the state. This was especially true during the 1975 recession when the unemployment rate went as high as 15 percent in February of 1975 and 7,282 unemployed. Since then the amount of unemployed has dropped drastically to 2,520 and a rate of 5.3 percent, April, 1978. Now the SMSA has an unemployment rate similar to the rest of the nation. Whether this is accurate or not time will tell but it is projected that the rate will average 6.6 percent for fiscal 1979 and the amount of projected average unemployment will be 2,955. Between now and then it is assumed that the rate will not vary that much. Growth will be mixed but constant. Whether there will be another recession or not depends on many variable most of which cannot be accurately controlled. Between June of 1971 and June of 1974 the unemployment rate did not vary by one full percentage point, statewide. There is no reason to assume that that trend will be resumed after the end of the recession which is right about now.

Graph 1

FITCHBURG-LEOMINSTER SMSA UNEMPLOYMENT RATE
VS MASS(DASH) AND U.S.(DOT)

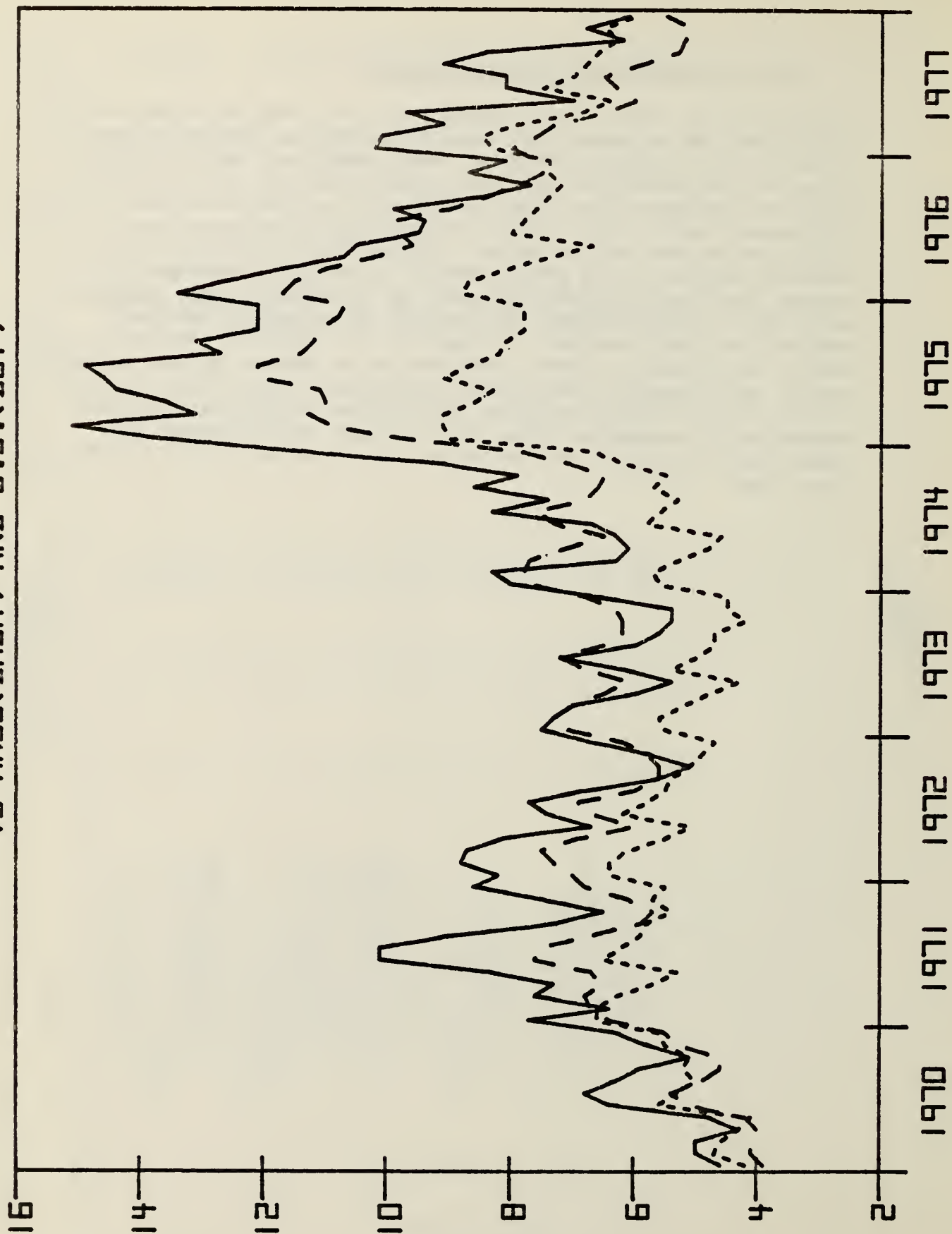


Table 10
Summary Table For Economic Projection
Fiscal Year 1979

Item	Actual		Projected	Actual		Projected	
	FY 1976*	FY 1977*	FY 1979*	FY '76 to FY'77 Number	Percent	FY '77 to FY '79 Number	Percent
Labor Force #	48,830	47,764	44,975	-1,066	- 2.2	-2,789	- 5.8
Employment	43,367	43,617	42,020	+ 250	+ 0.58	-1,597	- 3.7
Unemployment	5,462	4,147	2,955	-1,315	-24.0	-1,192	-28.7
Unemployment Rate	11.2	8.7	6.6	xx	xx	xx	xx
Insured Labor Force	43,351	42,963	40,478	- 388	- .9	-2,485	- 5.8
Covered Employment	41,277	41,375**	39,128	+ 98	+ .24	-2,247	- 5.4
Insured Unemployment ϕ	2,074	1,588	1,484	- 486	-23.4	- 104	- 6.5
Insured Employment Rate	4.8	3.7	3.6	xx	xx	xx	xx

Current Employment Series of the Massachusetts Division of Employment Security in Cooperation with the United States Department of Labor, Bureau of Labor Statistics and the Current Population Survey United States Department of Commerce, Bureau of Census.

* New Fiscal Years 1977 and 1978; October 1, through September 30. Fiscal Years 1975 and 1976; July 1 through June 30.

ϕ Does not include claimants on Extended Benefits Programs and those individuals who have exhausted all benefits and are still unemployed.

** Average covered employment will rise by 20,000 between FY 1977 and FY 1978 due to Public Law-94-566 which goes into effect January 1978, extending coverage to workers in State and Local government, certain agricultural and domestic work, and private, elementary and secondary education.

Table 11
Employment, Unemployment and Rate
From 1975 to Present by Month
Fitchburg-Leominster SMSA

Year	Employed	Unemployed	Unemployment Rate
<u>1975</u> <u>1/</u>	41,824	6,517	13.5
January	41,362	6,654	13.8
February	41,091	7,282	15.1
March	41,749	6,307	13.1
April	42,297	6,488	13.6
May	42,163	7,079	14.4
June	42,579	7,301	14.6
July	42,116	7,395	14.9
August	42,323	6,188	12.7
September	40,989	6,157	13.1
October	41,997	5,771	12.1
November	42,305	5,809	12.1
December	41,920	5,769	12.1
<u>1976</u> <u>1/</u>	43,781	4,904	10.1
January	42,481	6,576	13.4
February	42,638	6,190	12.6
March	42,756	5,706	11.7
April	42,869	5,155	10.7
May	42,708	4,991	10.5
June	44,991	4,733	9.5
July	45,153	4,690	9.4
August	44,836	4,918	9.9
September	44,912	4,190	8.5
October	44,648	3,716	7.7
November	44,022	4,185	8.7
December	43,363	3,802	8.1
<u>1977</u> <u>1/</u>	43,723	3,927	8.2
January	43,093	4,886	10.2
February	43,155	4,836	10.1
March	42,780	4,254	9.1
April	42,996	4,628	9.7
May	44,080	3,325	7.0
June	44,346	3,897	8.1
July	43,854	3,883	8.1
August	43,710	4,382	9.1
September	43,357	3,966	8.4
October	44,510	2,917	6.2
November	44,225	3,251	6.8
December	44,572	2,901	6.1

Table 11
Employment, Unemployment and Rate
From 1975 to Present by Month
Fitchburg-Leominster SMSA
(continued)

Year	Employed	Unemployed	Unemployment Rate
<u>1978</u>			
January	44,830	3,546	7.3
February	44,770	3,493	7.2
March	45,338	2,901	6.0
April	44,857	2,520	5.3

Source: Newly Revised to CPS January, 1978

1/ Annual Average

Table 12

SELECTED CHARACTERISTICS OF INSURED UNEMPLOYED
FITCHBURG-LEOMINSTER LABOR AREA

DEC. '77-JAN. '78

	ALL PROGRAMS		REGULAR PRO- GRAMS	TRIGGER. EXTEND. BENEFIT (TREX) NUMBER	FEDERAL SUPP. BENEFIT (FSB) NUMBER	SPEC. UNEMP. ASSIST (SUA) NUMBER
	NUMBER	PERCENT	NUMBER			
TOTAL	1667	100.0	1391	167	-	109
AGE						
UNDER 20	-	-	-	-	-	-
UNDER 25	363	21.8	321	21	-	21
25 - 34	414	24.8	327	44	-	42
35 - 44	256	15.4	224	21	-	11
45 - 54	297	17.8	241	32	-	25
55 - 64	218	13.1	180	27	-	11
65 & OVER	112	6.7	91	21	-	-
I.N.A.	7	.4	7	-	-	-
SEX						
MEN	990	59.4	833	108	-	49
WOMEN	677	40.6	558	58	-	60
I.N.A.	-	-	-	-	-	-
ETHNIC GROUP						
WHITE	1639	98.3	1370	160	-	109
NON-WHITE	28	1.7	21	7	-	-
I.N.A.	-	-	-	-	-	-
SPANISH SURNAME	21	1.3	21	-	-	-
OCCUPATION						
PROF., TECH., MGT	232	13.9	151	39	-	42
CLERICAL/SALES	313	18.8	258	23	-	32
SERVICES	141	8.5	113	14	-	14
FARM, FISH, FOR.	11	.7	7	-	-	4
PROCESSING	144	8.6	137	7	-	-
MACHINE TRADES	123	7.4	109	13	-	-
BENCH WORK	200	12.0	175	21	-	4
STRUCTURAL	254	15.2	226	25	-	4
MISC. WORK	246	14.8	211	25	-	11
I.N.A.	4	.2	4	-	-	-
RECENT DURATION						
0-9 WEEKS	1035	62.1	961	21	-	53
10-19 WEEKS	308	18.5	259	18	-	32
20-29 WEEKS	213	12.8	168	31	-	14
30 + WEEKS	111	6.7	4	97	-	11

CONTINUED -1

Table 12 (continued)

	ALL PROGRAMS		REGULAR PRO- GRAMS	TRIGGER. EXTEND. BENEFIT (Trex)	FEDERAL SUPP. BENEFIT (FSB)	SPEC. UNEMP. ASSIST (SUA)
	NUMBER	PERCENT	NUMBER	NUMBER	NUMBER	NUMBER
INDUSTRY ATTACH.						
MANUFACTURING	758	45.5	682	69	-	7
CON. CONSTRUCT	197	11.8	176	21	-	-
TRAN./UTIL.	41	2.5	34	7	-	-
WHOL/RET.TRADE	229	13.7	197	32	-	-
FIN/INS/R.E.	34	2.0	27	7	-	-
SERVICES	214	12.8	172	25	-	18
GOVERNMENTS	193	11.6	102	6	-	84
OTHERS	-	-	-	-	-	-
I.N.A.	-	-	-	-	-	-
AVE. WEEKLY WAGE						
UNDER \$100	389	23.3	323	38	-	28
\$100 - \$149	431	25.9	379	27	-	25
\$150 - \$199	379	22.7	309	35	-	35
\$200 - \$249	175	10.5	150	21	-	4
\$250 - \$299	137	8.2	102	21	-	14
\$300 OR MORE	153	9.2	124	25	-	4
I.N.A.	4	.2	4	-	-	-
SEPARATION REASON						
LAYOFF	1509	90.5	1265	142	-	102
QUIT VOL. RET.	7	.4	4	4	-	-
QUIT PREGNANCY	4	.2	4	-	-	-
QUIT OTHER	31	1.9	24	4	-	4
DISCHARGES	74	4.4	53	18	-	4
LABOR DISPUTE	-	-	-	-	-	-
OTHER/INA	42	2.5	42	-	-	-

Table 13

OCCUPATIONS OF THE INSURED UNEMPLOYED
FITCHBURG-LEOMINSTER LABOR AREA

DEC.'77-JAN.'78

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
TOTAL	1660	100.0	1033	627	7
0,1 PROF.,TECH.,MGR.	229	13.8	148	81	4
00,01 ARCH./ENGINEER	11	.7	4	7	-
02 MATH & PHY. SCIENCE	4	.2	-	4	-
04 LIFE SCIENCES	14	.8	7	7	-
05 SOCIAL SCIENCES	-	-	-	-	-
07 MEDICINE & HEALTH	21	1.3	7	14	-
09 EDUCATION	42	2.5	35	7	-
10 MUSEUM, LIBRARY	4	.2	4	-	-
11 LAW & JURISPRUDENCE	-	-	-	-	-
12 RELIGION & THEOLOGY	-	-	-	-	-
13 WRITING	7	.4	4	4	-
14 ART	4	.2	4	-	-
15 ENTERTAINMENT & REC	7	.4	4	4	-
16 ADMINISTRATIVE SPEC	42	2.5	25	18	-
18 MANAGRES & OFFICIAL	67	4.0	49	18	4
19 PROFESSIONAL, TECN	7	.4	7	-	-
2 CLERICAL, SALES	310	18.7	199	111	4
20 STENO,TYPE,FILING	76	4.6	65	11	-
21 COMPUTING & ACCOUNT	94	5.7	49	45	4
22 MATERIAL & PROD REC	52	3.1	25	27	-
23 INFO & MESSAGE DIST	25	1.5	21	4	-
24 MISC CLERICAL	7	.4	7	-	-
25 SALESMEN, SERVICES	7	.4	4	4	-
26,28 SALES, COMMODITI	14	.8	11	4	-
29 MERCHANDISING	35	2.1	18	18	-
3 SERVICES	141	8.5	74	67	-
30 DOMESTIC SERVICE	-	-	-	-	-
31 FOOD & BEVERAGE	60	3.6	39	21	-
32 LODGING	-	-	-	-	-
33 BARBERING,COSMETOLO	-	-	-	-	-
34 AMUSEMENT & REC	14	.8	4	11	-
35 MISC PERSONAL SERV	18	1.1	11	7	-
36 APPAREL & FURNISH	-	-	-	-	-
37 PROTECTIVE SERV	25	1.5	11	14	-
38 BUILDING & RELATED	25	1.5	11	14	-
40-46 FARM/FISH	11	.7	7	4	-
5 PROCESSING	144	8.7	73	71	-
50 PROCESSING OF METAL	-	-	-	-	-
51 ORE REFINING&FOUND	4	.2	4	-	-

Table 13 (continued)

CONTINUED -1

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
52 PROCESS/FOOD, TOBACO	4	.2	4	-	-
53 PROCESSING OF PAPER	28	1.7	18	11	-
54 PROCES/OIL, COAL, GAS	-	-	-	-	-
55 CHEM, PLASTIC, SYN, RUB	95	5.7	38	56	-
56 WOOD AND WOOD PROD	-	-	-	-	-
57 STONE, CLAY, GLASS	11	.7	11	-	-
58 LEATHER, TEXTILES	4	.2	-	4	-
59 PROCES/OCCUPATIONS	-	-	-	-	-

Table 13 (continued)

OCCUPATIONS OF THE INSURED UNEMPLOYED
FITCHBURG-LEUMINSTER LABOR AREA

DEC.'77-JAN.'78

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
TOTAL	1660	100.0	1033	627	7
6 MACHINE TRADES	123	7.4	94	28	-
60 METAL MACHINING	32	1.9	25	7	-
61 METALWORKING OCCUP	25	1.5	18	7	-
62,63 MECHANICS REPAIR	39	2.3	28	11	-
64 PAPERWORKING	7	.4	7	-	-
65 PRINTING	11	.7	7	4	-
66 WOOD MACHING	-	-	-	-	-
67 MACH STONE,CLAY,GLA	-	-	-	-	-
68 TEXTILE	-	-	-	-	-
69 MACHINE TRADES OCCU	10	.6	10	-	-
7 BENCH WORK	200	12.0	94	106	-
70 FAB.ASSBLY&REPAIR	28	1.7	14	14	-
71 FAB.REPAIR SCI&MED	21	1.3	7	14	-
72 ASSBLY&REPAIR ELECT	-	-	-	-	-
73 FAB.REPR ASSRT MATL	32	1.9	18	14	-
74 PAINTING, DECORAT	-	-	-	-	-
75 FAB&REPR PLASTIC SYN	11	.7	7	4	-
76 FAB&REPR WOOD PROD	-	-	-	-	-
77 FAB&REPR SAND STONE	-	-	-	-	-
78 FAB&REPR TEXTILE	108	6.5	48	60	-
79 BENCH WORK OCCUPAT	-	-	-	-	-
8 STRUCTURAL WORK	254	15.3	189	65	-
80 METAL FABRICATING	7	.4	7	-	-
81 WELDERS, FLAME CUTT	7	.4	7	-	-
82 ELECTRICAL ASSBLY	21	1.3	18	4	-
84 PAINT,PLASTER,WATER	14	.8	11	4	-
85 EXCAVAT,GRAD,PAVE	4	.2	4	-	-
86 CONSTRUCTION OCCUPA	180	10.8	136	44	-
89 STRUCTURAL WORK OCC	21	1.3	7	14	-
9 MISCELLANEOUS	246	14.8	151	95	-
90 MOTOR FREIGHT	44	2.7	24	21	-
91 TRANSPORTATION OCCU	7	.4	7	-	-
92 PACKAGING&MATERIALS	180	10.8	116	63	-
93 EXTRACT OF MINERALS	-	-	-	-	-
94 LOGGING OCCUPATIONS	-	-	-	-	-
95 PROD&DIST,UTILITIES	-	-	-	-	-
96 AMUSE, REC., MOVIES	-	-	-	-	-
97 GRAPHIC ART WORK	15	.9	4	12	-
999 INFO NOT AVAILABLE	-	-	-	-	-

Table 14

AGE AND AVERAGE WEEKLY EARNINGS OF THE INSURED UNEMPLOYED
FITCHBURG-LEOMINSTER LABOR AREA

DEC. '77-JAN. '78

	TOTAL		MALES		FEMALES	
	NUMBER	PER.	NUMBER	PER.	NUMBER	PER.
TOTAL	1667	100.0	990	100.0	677	100.0
AGE GROUPS						
TOTAL	1660	99.6	987	99.7	673	99.4
UNDER 20	-	-	-	-	-	-
UNDER 25	363	21.8	242	24.4	122	18.0
25 - 34	414	24.8	267	27.0	147	21.7
35 - 44	256	15.4	147	14.8	108	16.0
45 - 54	297	17.8	146	14.7	151	22.3
55 - 64	218	13.1	113	11.4	106	15.7
65 & OVER	112	6.7	73	7.4	39	5.8
WEEKLY EARN.						
TOTAL	1664	99.8	987	99.7	677	100.0
UNDER \$100	389	23.3	137	13.8	252	37.2
\$100-\$149	431	25.9	217	21.9	214	31.6
\$150-\$199	379	22.7	242	24.4	137	20.2
\$200-\$249	175	10.5	150	15.2	25	3.7
\$250-\$299	137	8.2	102	10.3	35	5.2
\$300 +	153	9.2	138	13.9	14	2.1

Table 15

DURATION MOST RECENT SPELL OF UNEMPLOYMENT - ALL PROGRAMS
FITCHBURG-LEOMINSTER LABOR AREA

DEC. '77-JAN. '78

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
TOTAL	1660	100.0	1033	627	7
BOTH SEXES	1660	100.0	1033	627	7
0 - 4 WEEKS	577	34.8	392	185	4
5 - 9 WEEKS	451	27.2	278	173	4
10-14 WEEKS	228	13.7	161	67	-
15-19 WEEKS	80	4.8	25	55	-
20-24 WEEKS	139	8.4	90	49	-
25-29 WEEKS	74	4.5	39	35	-
30 + WEEKS	111	6.7	48	62	-
MEN	987	59.5	655	331	4
0 - 4 WEEKS	331	19.9	252	80	4
5 - 9 WEEKS	256	15.4	162	94	-
10-14 WEEKS	155	9.3	123	32	-
15-19 WEEKS	45	2.7	11	34	-
20-24 WEEKS	80	4.8	52	28	-
25-29 WEEKS	50	3.0	28	21	-
30 + WEEKS	70	4.2	27	42	-
WOMEN	673	40.5	377	296	4
0 - 4 WEEKS	246	14.8	140	106	-
5 - 9 WEEKS	195	11.7	116	78	4
10-14 WEEKS	73	4.4	38	35	-
15-19 WEEKS	35	2.1	14	21	-
20-24 WEEKS	59	3.6	37	21	-
25-29 WEEKS	25	1.5	11	14	-
30 + WEEKS	41	2.5	21	20	-

VI. Individuals In Need of Manpower Services

It is estimated that by 1979 unemployment will average 2,955. It is safe to assume that most of these people will be needing services of one sort or another in their attempt to find suitable employment. For example, it is interesting to note that women accounted for 47 percent of registered applicants while it is projected that women will account for 54 percent of part-time employment-being unable to find full-time employment. Also out of all applicants registered 24 percent were under 22 while 16 percent were 45 and over, 4 percent were Vietnam Era Veterans and 8.3 percent were minorities. One area of particular concern is education. Out of all registered applicants 35 percent did not graduate from high school.

If we look at the occupations of the applicants one of the highest rate of applicants is in packaging and material handling which is an indication that people do not know what they want to do or that they lack the skills or confidence to do a job. Another interesting aspect is that one of the highest level of applicants is classified as Computing and Account Recording which is not an unskilled area, however, 92 percent of those applicants were women, again, the public necessity is for a family to survive both partners must work.

Table 16
Additional Planning Data Projections
Projected Fiscal Year 1978 Average

Category	Total Employment	Employed Part-Time for Economic Reasons
TOTAL	42,020	
White Male	24,113	700
White Female	17,097	837
Nonwhite Male	275	15
Nonwhite Female	130	10

Table 17
THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS

Fitchburg-Leominster
December 1977

SELECTED OCCUPATIONAL GROUP 1/	ALL	APPLICANT CHARACTERISTICS			
		FEMALE	AGE		VETERAN
			Under 22	45 and Over	
ALL OCCUPATIONS	3,134	1,525	567	538	619
PROFESSIONAL, TECHNICAL & MANAGERIAL WORK					
079 Medicine and Health n.e.c. 2/	27	20	8	1	11
091 Secondary School Education	34	17	0	3	5
185 Wholesale & Retail Trade Management	32	6	1	11	12
187 Service Industry Management	23	10	0	5	3
195 Social & Welfare Work	24	18	0	6	7
CLERICAL & SALES WORK					
201 Secretarial Work	49	49	4	6	0
209 Stenography, Typing, Filing, & Related Work 2/	81	78	21	11	5
210 Bookkeeping	30	26	4	6	2
211 Cashiering	40	38	10	8	0
213 Automatic Data Processing	25	18	2	1	2
219 Computing & Account Recording 2/	148	136	20	23	8
222 Clerical Work, Shipping & Receiving	40	2	8	7	16
223 Stock Checking & Related Work	21	3	4	2	8
289 Saleswork, Commodities 2/	21	13	2	3	4
290 Sales Clerking	28	23	9	6	1
299 Miscellaneous Merchandising Work 2/	36	26	2	6	2
SERVICES					
311 Food Serving	114	109	32	17	0
318 Kitchen Work 2/	39	20	21	5	0
355 Attendant Work, Hosps., Morgues, & Rel. Health Service	91	86	16	12	4
359 Miscellaneous Personal Services 2/	21	19	6	1	1
372 Guard & Related Services	20	1	2	8	11
381 Cleaning & Related Services	29	3	5	11	3

Source: ESAPS Table 96 Report No. MAS-82
1/ Occupational Group with at least 20 Registered Applicants in the Active File

2/ N.E.C. -- Not elsewhere classified

Form 0213-B2 Nov 8-76

Table 1.7 (continued)

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

OCCUPATIONS OF APPLICANTS IN THE ACTIVE FILES IN EMPLOYMENT SERVICE OFFICE, BY SELECTED CHARACTERISTICS

Fitchburg-Leominster
December 1977

	SELECTED OCCUPATIONAL GROUP 1/ FRAMING, FISHERY, FORESTRY, & RELATED WORK 407 Gardening & Groundskeeping PROCESSING 556 Casting & Moulding 2/ MACHINE TRADES 620 Motorized Vehicle & Engineering Equipment Repairing BENCH WORK 726 Assembly & Repair of Electronic Components & Access. 2/ 739 Fabrication & Repair of Products made from Assorted Materials 2/ 787 Machine Sewing, Nongarment STRUCTURAL WORK 860 Carpentry & Related Work 869 Miscellaneous Construction Work 2/ 899 Miscellaneous Structural Work 2/ MISCELLANEOUS WORK 904 Trailer-Truck Driving 905 Heavy Truck Driving 906 Light Truck Driving 920 Packaging 929 Packaging & Materials Handling 2/	ALL	APPLICANT CHARACTERISTICS				
			FEMALE	AGE		VETERAN	MINORITY
				Under 22	45 and Over		
		28	0	9	2	7	0
		151	93	18	18	10	42
		34	1	10	2	9	2
		20	12	5	2	5	3
		64	64	8	15	0	4
		27	27	0	11	0	1
		57	1	11	12	11	5
		76	0	18	4	19	2
		24	0	5	9	13	1
		22	0	3	2	12	1
		46	0	0	7	29	3
		29	0	3	2	9	3
		125	106	23	31	8	7
		232	38	107	14	45	34

Source: ESAPIS Table 96 Report No. MA5-82
1/Occupational Group with at least 20 Registered Applicants in the Active File
2/N.E.C. -- Not elsewhere classified

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Table 18
 Characteristics of Applicants
 Cumulative 10/1/77 through 4/30/78
 Fitchburg SMSA

Characteristics of Applicants	Registered Applicants	Individuals Counseled	Placed After Counseling	Enrolled in Training	Total Applicants Placed in Jobs
Age - All Ages	8,404	333	58	23	1,092
<u>Under 20 years</u>	1,151	58	12	1	182
20 - 21	862	40	9	0	135
22 - 24	1,210	32	9	1	194
25 - 29	1,440	61	7	6	193
30 - 39	1,894	74	11	9	218
40 - 44	513	15	2	3	53
45 - 54	792	30	4	3	80
55 - 64	462	21	3	0	34
65 yrs. or older	80	2	1	0	3
<u>Sex</u>					
Men	4,448	198	41	8	677
Women	3,956	135	17	15	415
<u>Highest Grade of School Completed</u>					
0 - 7	8,116	333	58	23	1,092
8 - 11	339	25	4	1	35
12	2,610	157	32	5	383
Over 12 years	3,356	112	19	11	440
	1,811	39	3	6	234
Vietnam Era Veteran	319	3	3	0	54
Welfare	1,893	74	15	22	170
Handicapped	473	66	10	0	61
<u>Ethnic Group</u>					
White	8,041	320	57	21	1,050
Black	308	13	1	2	39
Other	55	0	0	0	3
Spanish Surname	338	23	3	2	44

Source: ESARS #2600

VII. Labor Supply/Demand Imbalances

Professional, Technical and Managerial: From July to August 1977 openings for this major occupational category opened by 17 percent while its percentage of the total decreased by 6 percent. The largest amount of unfilled openings were in Education. The second largest was Architecture and Engineering.

Clerical and Sales Work: Openings in this particular category changed substantially increasing from 625 to 813, an increase of 30 percent. The largest subsection of the category was office work typically basic entry level positions.

Services: Service related positions rose markedly in the one month time period, increasing by 61 percent while its percentage of the total remained the same. Food and Beverage Preparation accounted for 40 percent of the available total. Out of that 40 percent, 56 percent of the jobs were for Counterpersons paying an average wage of \$92. a week.

Machine Trades:

Machine Trades positions opened from 350 to 548 or by 56 percent. Machinist is one of the hardest categories to fill. It is a highly skilled position that demand years of experience. Obviously the wages pay well.

Bench Work:

The amount of jobs in this area increased by nearly 50 percent, the largest amount of positions being in Assembly and Repair of Electrical Equipment. This area has bloomed in recent years due to the fixations with electronics and is libel to remain that way.

Structural Work:

Structural Work increased by 71 percent. The largest sub-category is Construction (Laborer) which usually opens up at this time of year.

Miscellaneous Work:

Positions in this area opened by 56 percent in the one month perid. The largest sub section is Packaging and Material Handling which usually has a high turnover rate and low salary.

Note: August is one of the slowest months of the year. Applications for employment during this month are historically low. This would account for an increase in unskilled job openings.

Table 19

Comparison of Job Vacancies by Major Occupational Categories

Worcester Job Bank

August 1977 - July 1977

Major Occupational Categories	August 1977		July 1977	
	Total	Percent	Total	Percent
Professional, Technical, & Managerial	905	16.8	773	22.9
Clerical & Sales Work	813	15.1	625	18.5
Services	905	16.8	562	16.6
Farming, Fishery, Forestry, & Rel. Work	626	11.6	104	3.1
Processing	86	1.6	45	1.3
Machine Trades	548	10.2	350	10.3
Bench Work	337	6.3	225	6.7
Structural Work	869	16.1	508	15.0
Miscellaneous Work	295	5.5	189	5.6
ALL OPENINGS	5,384	100.0	3,381	100.0

Table 20

Unfilled Job Openings, By Major Occupational Category
And Selected Occupational Groups, Including Related Wage Data
Worcester Job Bank
August 31, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
0,1 PROFESSIONAL, TECHNICAL, & MANAGERIAL	905			
01 Architecture & Engineering	178			
003.081 Structural Engineer	55	\$150	\$308	\$442
003.181 Electronics Technician	43	125	200	500
005.281 Drafter	5	140	231	240
007.081 Industrial Engineer	5	192	269	365
007.281 Mechanical Drafter	7	120	158	250
012.168 Systems Analyst	11	231	316	337
012.188 Efficiency Engineer	22	192	285	327
017.281 Machine Designer	5	140	170	280
02 Mathematics & Physical Sciences	26			
020.168 Programmer, Chief	5	250	288	385
020.188 Programmer, Computer	12	231	269	385
04 Life Sciences	40			
045.108 Counselor	37	100	156	215
05 Social Sciences	6			
07 Medicine & Health	141			
075.128 Clinical Nursing Supervisor	15	113	204	257
075.378 Registered Nurse	46	150	202	228
078.281 Technical Specialist	5	162	197	223
078.368 Medical Research Assistant	6	152	179	250
078.381 Medical Lab Technician	12	150	163	194
079.128 Special Education Teacher	11	155	196	226
079.368 Family Teacher	6	125	171	201
079.378 Licensed Practical Nurse	28	130	160	226
09 Education	205			
090.228 Assistant Professor	10	192	195	195
091.228 Teacher, Aide	20	100	188	231
092.228 Teacher, Secondary	60	94	190	240
094.228 Interpreter	17	140	202	210
097.228 Vocational Instructor	8	160	208	212
099.118 Teacher, Institutional	5	184	192	269
099.228 Instructor, Educational	16	140	184	195
099.288 Tutor	6	160	160	160
099.368 Counselor Aide	54	100	163	192

Table 20
Unfilled Job Openings (Continued)
Worcester Job Bank
August 31, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
10 Museum, Library, & Archival Sciences	2			
11 Law & Jurisprudence	9			
119.288 Research Assistant	8	\$165	\$173	\$180
13 Writing	1			
14 Art	8			
15 Entertainment & Recreation	9			
159.228 Day Care Counselor	5	63 <u>1</u> / ₂	100	144
16 Administrative Specializations	88			
163.118 Accountant	5	138	144	150
166.268 Senior Interviewer	10	126	173	231
168.168 Building Inspector	5	142	181	192
169.168 Administrative Assistant	46	92	170	298
169.268 Secretary, Town	5	100	131	139
18 Managers and Officials, N.E.C.	90			
183.168 Production Supervisor	5	240	337	356
185.168 Store Manager	11	135	170	225
187.118 Recreation Supervisor	12	120	173	288
187.138 House Manager, Live-In	6	100	108	115
187.168 Maintenance Person	17	150	175	192
188.168 Housing Manager	14	148	192	192
189.168 Manager Trainee	8	92	158	385
19 Professional, Technical, & Managerial	102			
195.108 Social Worker	43	120	165	251
195.168 Activity Coordinator	17	146	159	173
195.208 Foster Care Worker	7	150	166	178
195.228 Recreation Therapist	16	120	171	180
199.384 Research Analyst	5	120	155	195
199.388 Planning Engineer	5	150	175	240
2 CLERICAL & SALES WORK	813			
20 Stenography, Typing, Filing, & Related Occupations	255			
201.368 Secretary	79	100	134	180
202.388 Stenographer	18	109	135	150
209.388 Cancellation Clerk	118	100	127	179
209.588 General Clerk	20	92	120	160

Table 20
Unfilled Job Openings (Continued)
Worcester Job Bank
August 31, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
21 Computing & Account-Recording	248			
210.388 Bookkeeper	52*	\$100	\$140	\$200
211.368 Retail Cashier	11	92	100	125
211.468 Cashier	19	92	92	120
213.382 Computer Operator	13	120	154	195
213.582 Key Punch Operator	25	98	130	172
219.388 General Office Clerk	105	100	131	225
219.488 Accounting Clerk	11	100	130	150
22 Material & Production Recording	25			
223.387 Shipping & Receiving Clerk	10	92	114	173
23 Information & Message Distribution	22			
24 Miscellaneous Clerical	37			
249.268 Interviewer	12	160	160	160
249.368 Library Assistant	13	113	131	150
25 Sales Agent, Services	48			
250.258 Sales Representative	42	100	150	192
26, 27, 28 Sales Agent & Salesperson				
Commodities	55			
289.458 Salesperson	20	92	92	175
29 Merchandising Occupations, Except				
Salespersons	123			
290.478 Retail Sales Clerk	12	92	92	94
293.358 Telephone Solicitor	52	92	96	130
299.468 Cashier	17	92	92	100
3 SERVICES	905			
30 Domestic Service	53			
306.878 Housekeeper, Live-In	30	30 <u>1</u> /	96	125
307.878 Babysitter	11	35 <u>1</u> /	83	100
31 Food & Beverage Preparation & Service	365			
311.878 Counterperson	207	53 <u>1</u> /	92	135
313.381 Specialty Cook	43	92	110	160
314.381 Grill Person	18	92	120	140
315.381 Cook	12*	80 <u>1</u> /	140	150
318.887 Kitchen Helper	50	92	94	120

Table 20
Unfilled Job Openings (Continued)
Worcester Job Bank
August 31, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
32 Lodging & Related Service	33			
323.887 Maid	29	\$ 92	\$ 99	\$112
33 Barbering, Cosmetology, & Related Service	2			
34 Amusement & Recreation Service	1			
35 Miscellaneous Personal Service	159			
355.878 Nurse Aide	120	92	109	160
359.878 Teacher Aide	27	92	100	154
36 Apparel & Furnishings Service	23			
37 Protective Service	148			
372.868 Security Guard	85	92	100	178
375.268 Police Officer, Trainee	21	150	167	260
379.868 Lifeguard	19	92	95	120
38 Building & Related Service	120			
381.887 General Maintenance Person	76	92	120	177
382.884 Custodian	31	92	128	175
4 FARMING, FISHERY, FORESTRY & REL. WORK	626			
40 Plant Farming	624			
404.887 Harvest Hand	498	102	108	108
406.887 Laborer, Nursery	12	92	92	92
407.884 Groundskeeper	27	110	149	178
407.887 Laborer, Landscape	60	98	150	182
41 Animal Farming	2			
5 PROCESSING	86			
50 Processing of Metal	13			
51 Ore Refining & Foundry	8			
52 Processing of Food, Tobacco, & Related Products	17			

Table 20
Unfilled Job Openings (Continued)
Worcester Job Bank
August 31, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
55 Chemicals, Plastics, Synthetics, Rubber, Paint, & Related Products	41			
556.782 Mold Machine Operator	14	\$100	\$114	\$120
57 Stone, Clay, Glass, & Rel. Products	2			
59 Processing Occupations, N.E.C.	5			
6 MACHINE TRADES	548			
60 Metal Machining	218			
600.280 Machinist	40✓	120	180	269
600.380 Job Setter	12	130	140	174
601.280 Tool & Die Maker	34	120	180	250
604.280 Screw Machine Set-Up Operator	11	140	180	320
604.885 Hand Screw Machine Operator	15	120	120	200
609.885 Turret Lathe Operator	31	101	126	213
61 Metalworking Occupations, N.E.C.	56			
615.782 Blanking Press Operator	11	109	142	160
616.380 Set-Up Machine Operator	13	104	125	140
62, 63 Mechanics & Machinery Repairers	78			
620.281 Automobile Mechanic	38	106	155	315
638.281 Maintenance Person	16	100	160	231
64 Paperworking	9			
65 Printing	30			
651.782 Offset Pressman	22	106	120	140
66 Wood Machining	25			
67 Machining Stone, Glass, Clay & Rel. Materials	1			
68 Textile	39			
681.885 Twister	10	92	100	120
682.885 Frame Spinner	14	104	134	160
69 Machine-Trades Occupations, N.E.C.	92			
690.782 Stitcher	69	110	117	120

Table 20
Unfilled Job Openings (Continued)
Worcester Job Bank
August 31, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
7 BENCH WORK	337			
70 Fabrication, Assembly, & Repair of Metal Products, N.E.C.	35			
71 Fabrication & Repair of Scientific & Medical Apparatus & Rel. Products	18			
711.138 Bench Lay-Out Person	10	\$126	\$126	\$126
72 Assembly & Repair of Electrical Equip.	91			
726.384 P C Board Inspector	14	125	131	138
726.687 Incoming Inspector	10	120	134	160
726.884 Assembler	17	102	140	169
729.884 Instrument Assembler	12	108	125	154
73 Fabrication & Repair of Products Made from Assorted Materials	68			
735.381 Benchworker	10	92	92	92
739.887 Assembler	57	92	97	102
74 Painting, Decorating & Rel. Occupations	9			
75 Fabrication & Repair of Plastics, Synthetics, Rubber, & Rel. Products	1			
76 Fabrication & Repair of Wood Products	21			
77 Fabrication & Repair of Sand, Stone, Clay, & Glass Products	2			
78 Fabrication & Repair of Textile, Leather, & Related Products	92			
786.782 Sewing Machine Operator, Garment	25	92	110	120
787.782 Sewing Machine Operator, Non Garment	17	92	104	130
8 STRUCTURAL WORK	869			
80 Metal Fabricating, N.E.C.	39			
804.281 Sheet Metal Mechanics	13	148	180	286
807.381 Automobile-Body Repairer	14	120	150	250

Table 20
Unfilled Job Openings (Continued)
Worcester Job Bank
August 31, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
81 Welders, Flame Cutters, & Related	28			
82 Electrical Assembling, Installing & Repairing	39			
824.281 Electrician	24	\$180	\$238	\$363
84 Painting, Plastering, Waterproofing, Cementing, & Related Work	40			
840.781 Painter	11	100	170	180
840.884 Skilled Laborers	10	157	165	179
85 Excavating, Grading, Paving & Related	216			
850.887 Laborer, Road Maintenance	201	130	158	192
86 Construction Occupations, N.E.C.	433			
860.381 Framer	38	140	180	348
860.887 Maintenance Laborer	25	120	160	268
866.381 Roofer	13	140	145	226
869.884 Laborer, Roadside Maintenance	294	92	149	182
869.887 Laborer, Yard	25	140	159	174
89 Structural Work Occupations, N.E.C.	74			
899.133 Crew Chief	14	161	185	192
899.381 Maintenance Person	43	92	148	200
899.884 Highway Laborer	15	120	136	170
9 MISCELLANEOUS WORK	295			
90 Motor Freight	28			
905.883 Truck Driver, Heavy	12	120	140	180
906.883 Truck Driver, Light	10	100	120	178
91 Transportation Occupations, N.E.C.	48			
915.867 Auto Service Attendant	12	92	96	100
919.883 Delivery Driver	11	110	110	110
92 Packaging & Materials Handling	192			
920.887 Packer	34	92	92	108
922.887 General Factory Worker	43	92	105	140
929.887 Material Handler	107	92	120	165

Table 20
Unfilled Job Openings (Continued)
Worcester Job Bank
August 31, 1977

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
94 Occupations in Logging	2			
95 Production & Distribution of Utilities	9			
96 Amusement, Recreation, & Motion Picture Occupations, N.E.C.	7			
97 Graphic Art Work	9			
GRAND TOTAL	5,384			

* Includes out-of-state openings.

** Full time openings only

1/ Includes tips, commission, or other fringe benefits.

Table 21

An Inventory of the Labor Market Supply
Generated by Secondary and Post
Secondary Educational Institutions*

Fitchburg and Leominster SMSA

Total Vocations	709
Agricultural	0
Distribution Education	53
Health	59
Home Economics	30
Office Occupations	396
Technical Education	15
Trade	156
Nonvocational	1,340

* Source: Carol McDonough, Ph.d
Department of Economics
University of Lowell,
Lowell, Massachusetts
September 1977

VIII. Employment Training Programs

A. The Work Incentive Program (WIN)

This program is administered by the Division of Employment Security with referrals by the Welfare Department. The program concentrates on welfare recipients covered by aid to families with dependent children (AFDC). The WIN Program provides for the rehabilitation of the welfare clients, rather than a commitment to long-term maintenance. Its goal is to move men, women and out-of-school youth, age 16 or older from the welfare rolls into meaningful, permanent employment. The accumulative record of the Fitchburg WIN Team is shown in the following table:

Table 22
WIN Team Data

	10/1/76-3/31/77	10/1/77-3/31/78
Registrations	1,892	1,645
Appraisals	501	345
Orientation	--	--
Institutional Training	7	15
Work Experience	16	9
Suspense	50	257
On-The-Job-Training	16	26
Entered Full Time and Unsubsidized Employment	137	189

B. CETA

The Comprehensive Employment and Training Act of 1973 (CETA) was passed with the purpose of providing job training and employment opportunities for economically disadvantaged, unemployed and underemployed persons and to assure that training and other services lead to maximum employment opportunities. Under CETA the primary responsibility for manpower training is on the prime sponsors, cities with a population of 100,000 or more, and consortiums, groups of smaller cities and towns. The Gardner Consortium serves the following twenty-six cities and towns.

Ashburnham	Groton	Oakham
Ashby	Hardwick	Pepperell
Ayer	Harvard	Princeton
Barre	Hubbardston	Shirley
Berlin	Lancaster	Sterling
Bolton	Leominster*	Templeton
Clinton	Lunenburg*	Townsend*
Fitchburg*	New Braintree	Westminster*
Gardner		Winchendon

* Fitchburg-Leominster SMSA

In Worcester County, the initial thrust of the CETA programs was to address the problem of soaring minority joblessness. However, the 1975 economic recession aggravated the unemployment condition, and CETA was expanded to include semiskilled workers.

The Gardner Consortium has received \$14.3 million funding approval for the federal fiscal year which began October 1, 1977 to administer their programs.

Under Title I, the consortium appropriates money to provide prevocational services and occupational training. This training consists of:

1. Prevocational Classroom Training
 - a. Basic Education/Occupational
 - b. General Equivalency Diploma
 - c. Job Related Education
 - d. Basic Education/Part-time

2. Occupational Classroom Training
 - a. Clerical
 - b. Machine Occupations
 - c. Food Service
 - d. Health Aid
 - e. Electrical Appliance Repair
 - f. Graphics Cluster
 - g. Plant Building Maintenance
 - h. Electrical Test Technician
 - i. Sheet Metal
 - j. Welding
 - k. Electronic Bench Assembly
 - l. Auto Mechanics

Title I, which accounts for about 1.8 million of the 14.3 million grant, also funds work experience and on-the-job training program.

Title II provides for jobs in state and municipal offices and nonprofit agencies for the disadvantaged, unemployed and underemployed. Eligibility certifications and application processing is under the direction of the Massachusetts Division of Employment Security.

Title VI which accounts for 8.9 million of the 14.3 million grant funds Public Service Employment for one year.

Table 23
Special Characteristics of Persons
Served by CETA - All Titles 1/

	Number
Special Veterans	207
Welfare Recipients	843
Handicapped Persons	198
Minority Group Member	282
Offenders	395
High School Dropout Age 22	434
Limited English Speaking	60
Age 45 and Over	382
Male Head of Household	421
Female Head of Household	479
Recently Discharged Veteran	166

1/ October 1, 1977 - March 31, 1978

Table 24
Quarterly Summary of Participants Characteristics
October 31, 1977-March 31, 1978
Gardner CETA 2/

	Title I			Title II			Title VI		
	Total Participants	Total	Terminations Entered Employ.	Total Participants	Total	Terminations Entered Employ.	Total Participants	Total	Terminations Entered Employ.
TOTAL	797	288	109	296	69	38	1,534	360	94
Sex									
Male	402	161	66	163	44	26	1,085	251	50
Female	395	127	43	133	25	12	449	109	44
Age									
18 and under	210	62	10	13	1	1	66	14	1
22 - 44	390	148	70	202	43	24	1,033	238	72
45 - 54	47	14	4	30	9	6	144	40	7
55 - 64	21	6	2	11	1	1	92	19	3
65 and over	129	--	--	2	--	--	1	--	--
Education									
8 and under	125	51	13	22	9	6	134	35	6
9 - 11	389	141	49	51	17	8	346	98	17
High School Graduate	233	70	31	119	26	17	592	135	43
Post High School	50	26	16	104	17	7	462	92	30
Family									
AFDC	273	87	30	56	16	11	260	73	27
Public Assistance 1/	28	8	2	7	3	0	--	--	--
Economically Disadv.	778	279	104	296	69	38	1,532	360	94

Table 24
Quarterly Summary of Participants Characteristics
October 31, 1977-March 31, 1978
Gardner CETA 2/
(continued)

	Title I		Title II		Title VI	
	Total Participants	Terminations Total Employ.	Total Participants	Terminations Total Employ.	Total Participants	Terminations Total Employ.
Ethnic Group						
White	666	87	258	56	1,426	331
Black	54	11	15	4	48	13
Other	30	0	7	2	37	11
Spanish	47	5	8	3	23	5
Handicapped	59	6	20	5	130	41
Offenders	179	41	38	12	237	70
Veteran	81	17	82	23	500	131
Labor Force-Total	793	109	296	69	1,533	360
Unemployed	583	95	282	63	1,487	340
Full time Student	133	4	4	2	10	1
Entering Labor Force	77	10	10	4	36	19

1/ General Relief Only

2/ Gardner CETA serves twenty-six cities and towns to include the Fitchburg-Leominster SMSA

CETA Eligibility Information

Title I

Services available under this Title includes: Orientation, Assessment (including Testing), Classroom Occupational Training, On-the-job Training, Work Experience, Individual Referral to short term public and private vocational training courses and job development. Basic education, English as a Second Language and GED courses are also available, in combination with vocational training, for employability improvement. All of these services are designed to improve the employability of participants within relatively short periods of time. At this time, there are no provisions for remedial education or vocational training courses which would require a great length of time.

Eligibility

Applicants must be:

1. Economically disadvantaged and unemployed or underemployed and a member of a significant segment.
2. Willing and able to participate in ES/CETA services/programs.
3. Lacking a marketable skill.

Title II

This Title provides temporary public services jobs in State, City, Town, County agencies and departments. These jobs are now limited to a one-year duration. Job development services are provides to place participants in subsidized employment.

Eligibility

Applicants must be:

1. A resident, unemployed at least 30 days and a member of a significant segment.
2. A resident, underemployed and a member of a significant segment.

Title VI (old)

This Title provides for temporary public services jobs in State, City, Town, County agencies and departments. These jobs are now limited to a one-year duration. Job development services are provided to place participants in unsubsidized employment.

Eligibility:

Applicants must be:

1. A resident, unemployed at least 30 days and a member of a significant segment.
2. A resident, underemployed and a member of a significant segment.

NOTE: Underemployment for the above Titles is defined as: Working part-time and seeking full-time work and a member of a family whose total annual income does not exceed the poverty level established by the Office of Management and Budget. A person who works full time and who is a member of a family whose total annual income does not exceed the poverty level established by OMB is also considered underemployed.

Title VI (new)

This Title provides for temporary public service jobs with State, City, Town, County agencies and departments. Also jobs are available with community non-profit agencies who are conducting projects under the STEPS Program which is part of this title. These jobs are limited to a one-year duration. Job Development service are available to some participants for placement in unsubsidized employment.

Eligibility:

1. Resident
2. Member of a family whose income is 70 percent or less of Bureau of Labor Statistics figure.
3. One of the following:
 - a. Receiving UI payments for 15+ consecutive weeks.
 - b. Monetarily ineligible for UI and unemployed 15 weeks uninterrupted by a period of employment.
 - c. Exhausted all UI and unemployed.
 - d. Member of family on AFDC.

Veterans who served during the Vietnam-era (8/5/64-5/7/75) and served 180+ days on active duty or were discharged for service connected disability are immediately eligible for both old and new Title VI provided they have not had full-time permanent employment between their date of discharge and application for Title VI.

The current significant segments are:

- Special Veteran
- Recently Separated Veteran
- Disabled Veteran (also included as handicapped)
- Welfare Recipient
- Former Manpower Trainee
- Under 22
- Over 45
- Handicapped
- Law Offender
- Minority
- Female head of Household
- Limited English Speaking
- Economically Disadvantaged

Table 25
Ranking of Active Applicants, Claimants
Job Openings and Jobs Filled by Occupation
First Quarter 1978

Fitchburg-Leominster SMSA

	Rank as Percentage of Job Applicants in Active File	Rank as Percentage of Insured Unemployed on Unemployment Compensation	Rank as Percentage of Job Vacancies Listed	Rank as Percentage of Mandatory Listings (Federal Government Contractors)	Rank as Percentage of Total Job Vacancies Filled	Rank as Percentage of Job Vacancies in Occupational Field Filled
Professional, Technical Managerial	4	4	6	7	7	8
Clerical and Sales	2	1	2	2	2	2
Services	3	7	3	6	3	4
Farming, Fishing, Forestry	9	9	9	9	9	3
Processing	7	6	5	4	5	6
Machine Trades	8	8	8	5	8	9
Bench Work	6	5	7	3	6	7
Structural Work	5	2	4	8	4	5
Miscellaneous	1	3	1	1	1	1

A P P E N D I X

Fitchburg and Leominster SMSA
A Historical Employment by City and Town
1967-1976*

Year	Fitchburg	Leominster	Innenburg	Shirley	Townsend	Westminster	Total
1967	17,264	10,310	447	617	479	658	29,775
1968	17,172	11,135	462	619	616	678	30,682
1969	16,535	11,783	459	643	671	601	30,692
1970	16,027	11,455	494	713	727	813	30,229
1971	15,907	11,151	451	736	793	1,180	30,218
1972	16,913	11,481	509	841	945	1,509	32,198
1973	17,731	12,604	585	953	1,075	2,077	35,025
1974	17,017	12,633	564	910	1,164	2,518	34,806
1975	15,548	11,736	598	849	1,132	2,866	32,729
1976	15,457	12,542	630	905	1,253	2,937	33,724

* Department of Employment Security Report #202

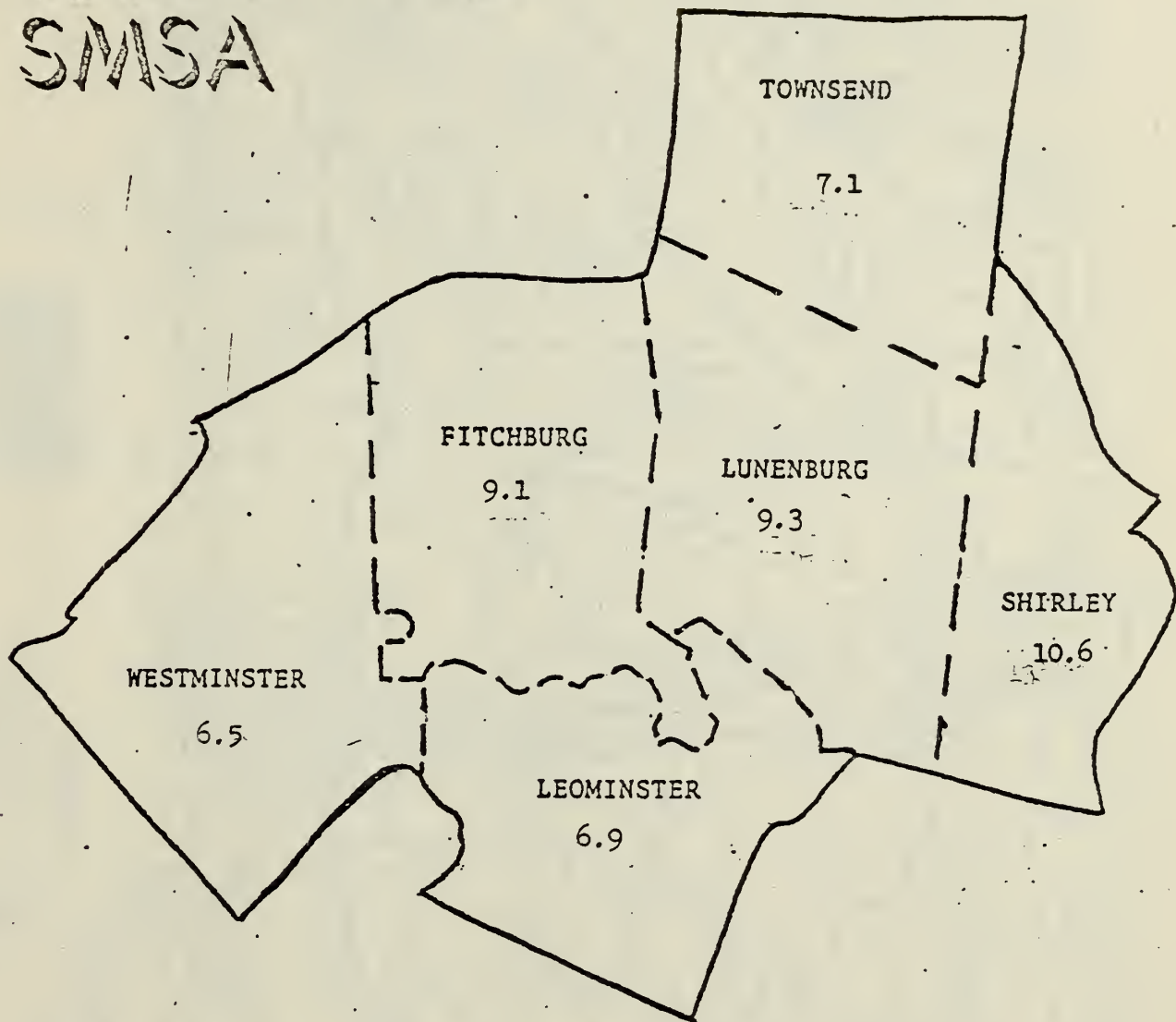
Characteristics of Population and Labor Force
Fitchburg-Leominster SMSA

	1970*		1979**	
	Number	Percent	Number	Percent
<u>TOTAL POPULATION</u>	97,267	100.0	96,664	100.0
Male	46,409	47.7	46,225	47.8
Female	50,858	52.3	50,138	51.8
White	96,235	98.9	95,585	98.9
Nonwhite	1,032	1.1	778	1.1
<u>TOTAL LABOR FORCE</u>	42,059	100.0	44,975	100.0
Male	25,393	60.4	25,973	57.6
Female	16,666	39.6	19,002	42.1
White	41,638	99.0	44,534	99.0
Nonwhite	421	1.0	441	1.0
<u>TOTAL EMPLOYMENT</u>	40,334	100.0	42,020	100.0
Male	24,545	60.9	24,518	58.3
Female	15,789	39.1	17,502	41.6
White	39,929	99.0	41,615	99.0
Nonwhite	405	1.0	405	1.0
<u>TOTAL UNEMPLOYMENT</u>	1,725	100.0	2,955	100.0
Male	848	49.2	1,454	49.2
Female	877	50.8	1,501	50.8
White	1,709	99.1	2,918	98.7
Nonwhite	16	0.9	36	1.3

* 1970 United States Census

** Massachusetts DES Estimates

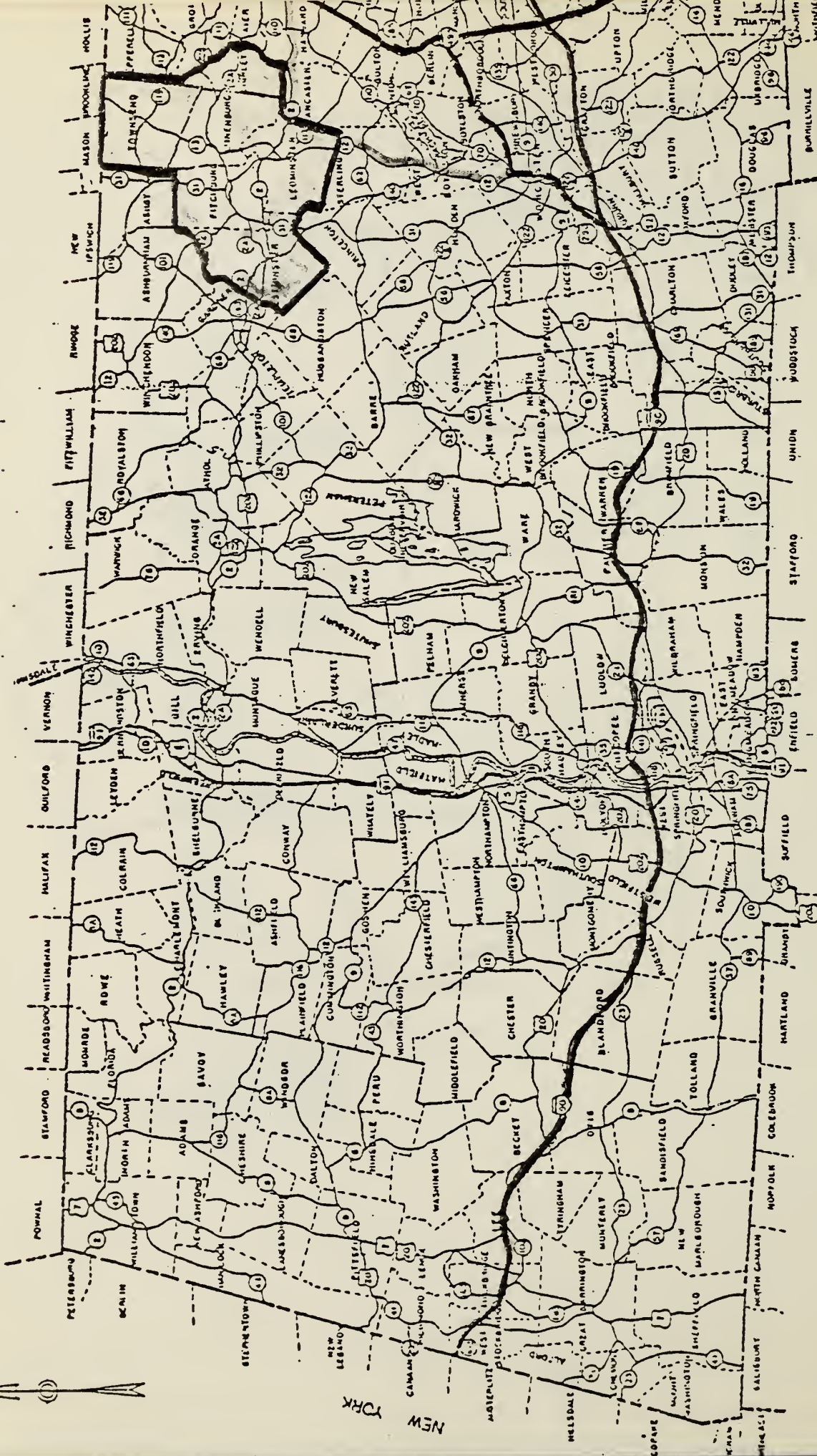
FITCHBURG - LEOMINSTER SMSA



UNEMPLOYMENT RATES
CITY & TOWN
ANNUAL AVERAGES
For 1977

NEW HAMPSHIRE

VERMONT



CONNECTICUT

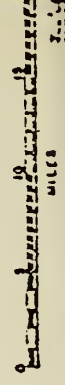
LEGEND

- INTERSTATE
- U.S. ROUTES
- STATE HIGHWAYS
- PROPOSED HIGHWAYS

WESTERN and CENTRAL MASSACHUSETTS

DEPARTMENT OF COMMERCE AND DEVELOPMENT
DIVISION OF PLANNING

SCALE



ACME
BOOKBINDING CO., INC.

OCT 5 1930

100 CAMBRIDGE STREET
CHARLESTOWN, MASS.

